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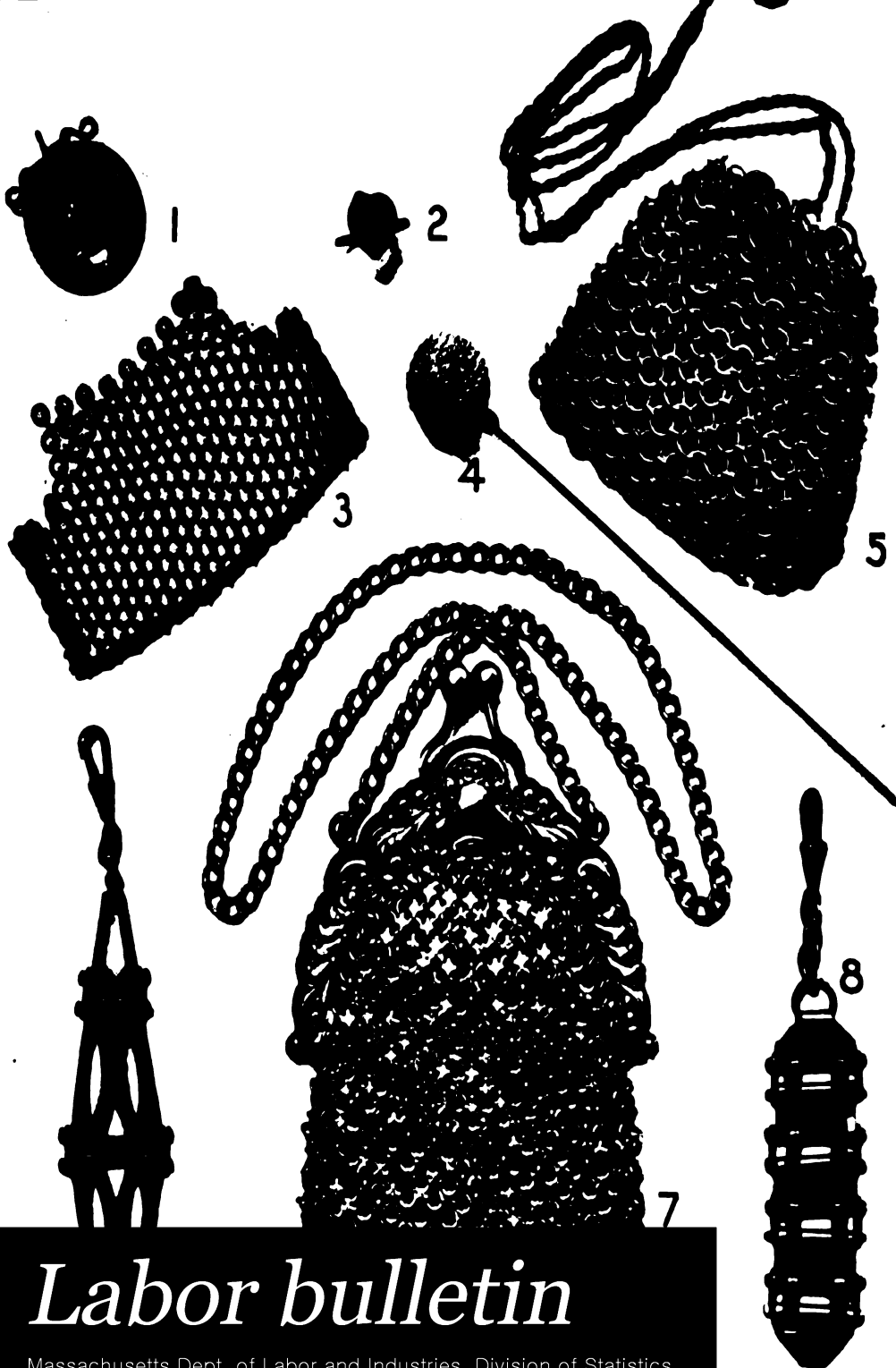
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Labor bulletin

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CHARLES F. GETTEMY, Director

**UNION SCALE OF WAGES AND HOURS
OF LABOR IN MASSACHUSETTS**

1913

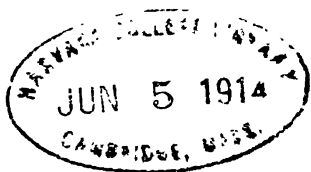
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(Being Part I of the Annual Report on the Statistics of Labor for 1914)



FEBRUARY 13, 1914

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UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1913.

This report shows the union scale of wages and hours of labor for the organized trades in Massachusetts on October 1, 1913, and is the fourth annual presentation of data of this nature. The data shown herein were obtained as the result of a special inquiry made in October, 1913, at which time schedules of inquiry were mailed to every local trade union in the Commonwealth, known to be in existence at that time. Returns were received through correspondence from 1,093 unions, or 78 per cent of the total number in Massachusetts. Data were obtained by special agents from about 200 additional unions, so that altogether about 92 per cent of the local unions in the Commonwealth furnished information concerning wages and hours for use in preparing this report.

This report deals chiefly with time-rates,¹ which are in nearly all cases minimum rates and not actual or maximum rates. Trade unions which fix rates of wages usually establish one rate as a standard minimum for all of their members engaged in a specific occupation, such a rate being ordinarily applied to the work upon which the member is engaged rather than to the member as an individual. Members are allowed, however, to receive more than the minimum rate, such excess over the minimum being usually determined by individual negotiation, but any member who works for less than the minimum rate is in most instances liable to punishment for violation of union rules.

Time-rates of wages are calculated in various ways but generally by the hour, day, or week. In the building trades wages are generally calculated by the hour or by the day, while in many factories and mills a weekly rate prevails. For the purpose of comparing the rates paid for like periods, in the various occupations, the rates per hour, day, and week are shown in the following tables, although in many instances the unions reported rates for only one of these periods. The rates which

¹ In some instances where the unions reported no scale but gave the average or prevailing rates, these latter figures were used.

were not reported were obtained by simple computations and although they may not represent the actual rate received for the specified periods of time, they are of considerable value for purposes of comparison.

It will be noted that many of the hourly rates given include fractional parts of a cent. While it is true that in many cases the rate shown is not the actual rate paid but is presented for the purpose of comparison, it is equally true that many employers do pay their employees at these fractional rates. This is particularly true in the building trades where part-time work, due to unfavorable weather, lack of materials, etc., makes necessary an hourly rate.

Persons applying for work are more concerned with the amount of money which they will receive when their week's work is finished than they are with the number of cents they will be paid for each hour's labor, and are generally offered a weekly rate of pay. The hourly rate is then computed by the pay-roll clerks in order that the employee's tardiness in reporting for work or his absence from work for an hour or two may be deducted from his pay, and in the average case an hourly rate showing fractions of a cent will result. This method is not only very confusing to pay-roll clerks and to cost clerks as well as to the workers themselves, but, because of the considerable amount of figuring involved and the difficulty of determining and correcting errors, is expensive and seemingly unnecessary.

Many employers in order to economize the valuable time of pay-roll and cost clerks in figuring these fractions and to avoid the danger of committing serious errors have adopted the more simple method of hiring all new employees at a round sum per hour, and some employers have entirely eliminated fractions and even odd numbers in computing hourly rates of pay. Written agreements between employers and labor organizations now frequently contain clauses to the effect that workmen after commencing work shall be paid at least one-half a day's pay, even though the actual hours worked amount to less than the half day.

It should be understood that the facts presented in the following tables are as they were reported to this Bureau and that no inquiry was made as to the extent to which the union scale of wages prevailed in the various trades and localities.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Bakers.								
<i>Foremen.</i>								
Boston (Hebrew union A),	\$0.47	\$4.00	\$24.00	1-	1-	8½	51	-
Boston (Hebrew union B),	.36½	3.67	22.00	1-	1-	10	60	-
Boston (Union C),	.30	3.00	18.00	\$0.30	\$0.30	10	60	-
Boston (Roxbury),	.30	3.00	18.00	1-	1-	10	60	-
Brookton,	.44½	4.00	24.00	.50	1-	9	54	-
Holyoke,	.35½	3.17	19.00	.52½	1-	9	54	-
Lynn (Hebrew union),	.44½	4.00	24.00	-	-	9	54	-
Lynn (Union B), ²	.37	3.33	20.00	.40	.40	9	54	-
Salem,	.33½	3.00	18.00	.35	.66½	9	54	-
Springfield (Union A),	.35	3.33	20.00	.35	.70	9½	57	-
Taunton,	.33½	3.33	20.00	.40	1-	*10	60	-
Worcester (Union A),	.44½	4.00	24.00	.50	-	9	54	-
Worcester (Union B),	.33½	3.33	20.00	.35	-	10	60	-
<i>Second Hands.</i>								
Boston (Hebrew union A),	.39½	3.33	20.00	1-	1-	8½	51	-
Boston (Hebrew union B),	.25-	2.50-	15.00-	-	-	10	60	-
Boston (Union C),	.26½	2.67	16.00	.30	.30	10	60	-
Boston (Roxbury),	.26½	2.67	16.00	1-	1-	10	60	-
Brookton,	.37	3.33	20.00	.50	1-	9	54	-
Holyoke,	.29½	2.67	16.00	.44½	1-	9	54	-
Lynn (Hebrew union),	.38½	3.50	21.00	-	-	9	54	-
Lynn (Union B),	.29½	2.67	16.00	.40	.40	9	54	-
Salem, ⁴	.31½	2.88	17.00	.35	.63	9	54	-
Springfield,	.29½	2.88	17.00	.35	.65	9½	57	-
Taunton,	.26½	2.67	16.00	.40	1-	*10	60	-
Worcester (Union A),	.40½	3.67	22.00	.50	-	9	54	-
Worcester (Union B),	.28½	2.83	17.00	.35	-	10	60	-
<i>Third Hands.</i>								
Boston (Hebrew union A),	.35½	3.00	18.00	1-	1-	8½	51	-
Boston (Hebrew union B),	.20-	2.00-	12.00-	-	-	10	60	-
Boston (Union C),	.25	2.50	15.00	.30	.30	10	60	-
Boston (Roxbury),	.23½	2.33	14.00	1-	1-	10	60	-
Brookton,	.33½	3.00	18.00	.50	1-	9	54	-
Holyoke,	.26	2.33	14.00	.39	1-	9	54	-
Lynn (Hebrew union),	.35½	3.17	19.00	-	-	9	54	-
Lynn (Union B),	.37½	2.50	15.00	.40	.40	9	54	-
Salem,	.29½	2.67	16.00	.35	.59	9	54	-
Springfield,	.26½	2.50	15.00	.35	.61	9½	57	-
Taunton,	.25	2.50	15.00	.40	1-	*10	60	-
Worcester (Union A),	.37	3.33	20.00	.50	-	9	54	-
Worcester (Union B),	.25	2.50	15.00	.35	-	10	60	-
Bakery Wagon Drivers.								
<i>(See Teamsters.)</i>								
Barbers.								
Adams,	.18	-	13.00	-	-	12	72	-
Boston (Union A),	.21	-	13.00	-	-	10½	62	-
Boston (Italian),	.21½	-	13.00	-	-	10½	59½	-
Brookton,	.21½	-	14.00	-	-	12	66	-
Chicopee,	.22½	-	14.00	-	-	11	63	-
Clinton,	.20½	-	13.00	-	-	11	63½	-
Fall River,	.20½	-	12.00	-	-	10½	59	-

1 No work.

2 When only one baker is employed in small shops his wage is \$18 a week.

3 Night work, 9 hours.

4 Only one hour overtime allowed for each man in a week.

5 Includes doughmakers and ovenmen.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Barbers — Con.								
Fitchburg,	\$0.18- 24	-	\$12.00- 16.00	-	-	11	66½	-
Frammingham, . . . . .	.20½	-	14.00	-	-	13	68	-
Gardner, . . . . .	.18½	-	12.00	-	-	11	65	-
Gloucester,	-	-	-	-	-	12	72	-
Haverhill, . . . . .	.21½	-	13.00	-	-	10½	60½	-
Holyoke, . . . . .	.18½	-	13.00	-	-	11½	70½	-
Lawrence, . . . . .	.20½	-	12.00	-	-	11	58	-
Lowell, . . . . .	.19	-	12.00	-	-	11	63	-
Lynn,	-	-	13.00	-	-	-	-	-
Milford, . . . . .	.19½	\$2.17	13.00	-	-	12	68	-
New Bedford, . . . . .	.19½	2.17	13.00	-	-	10½	66½	-
North Adams, . . . . .	.21½	2.33	14.00	-	-	11	65	-
Northampton, . . . . .	.21½	2.17	13.00	-	-	-	59½	-
Pittsfield, . . . . .	.22½	2.33	14.00	-	-	10½	62	-
Quincy, . . . . .	.32½	3.33	20.00	-	-	-	-	-
Rockland, . . . . .	.15½	2.00	12.00	-	-	12	78	-
Salem, . . . . .	.22½	2.50	15.00	-	-	10½	66½	-
Springfield, . . . . .	.20½	2.00	12.00	-	-	11	59	-
Taunton, . . . . .	.21½	2.50	13.00	-	-	10½	60½	-
Webster, . . . . .	.22½	2.33	14.00	-	-	11	63	-
Westfield, . . . . .	.17½	2.00	12.00	-	-	12	70	-
Webster, . . . . .	.21½	2.50	15.00	-	-	10	59½	-
Woburn, . . . . .	.23½	2.33	14.00	-	-	-	63	-
Worcester,	-	2.00	12.00	-	-	-	-	-
Bartenders.								
Adams, . . . . .	.26½	2.50	15.00	-	-	8½	57	-
Boston, . . . . .	.30	3.00	18.00	\$0.35	\$0.45	10	60	-
Chicopee, . . . . .	.37½	3.00	18.00	-	.50	8	48	-
Clinton, . . . . .	.30	3.00	18.00	-	.30	10	60	-
Fitchburg, . . . . .	.25	2.50	15.00	-	-	10	60	-
Gardner, . . . . .	.17½	1.67	10.00	-	-	9	57	-
Gloucester, . . . . .	.26½	2.50	15.00	-	-	9	57	-
Great Barrington, . . . . .	.33½	3.00	18.00	.35	.35	10	60	-
Greenfield, . . . . .	.37	3.33	20.00	-	-	9	54	-
Haverhill, . . . . .	.25	2.50	15.00	-	-	10	60	-
Holyoke, . . . . .	.25½	2.50	15.00	.38½	.38½	9½	59	-
Lawrence, . . . . .	.32½	3.00	18.00	-	-	9	55	-
Lowell, . . . . .	.25½	2.50	15.00	.51½	.51½	9	58	-
Marlborough, . . . . .	.25	2.50	15.00	-	-	10	60	-
New Bedford, . . . . .	.28½	3.00	18.00	-	-	10	63	-
Newburyport, . . . . .	.25	2.50	15.00	.30	.35	10	60	-
North Adams, . . . . .	.33½	3.00	18.00	-	-	10	54	-
Northampton, . . . . .	.24½	2.50	15.00	-	-	10	62	-
Pittsfield, . . . . .	.24½	2.50	15.00	-	-	9	62	-
Southbridge, . . . . .	.35	3.33	20.00	-	-	9	57	-
Springfield, . . . . .	.30	3.00	18.00	-	-	10	60	-
	.29	3.00	18.00	-	-	10	56	-
	.32½	3.00	18.00	-	-	9	62	-

¹ Also 50 per cent commission on receipts of shop of over \$5 a week.

² Minimum.

³ From November 1 to May 1, 59½ hours.

⁴ Three dollars for Saturday, when working by the day.

⁵ When working by the day, \$2.50; Saturday, \$4.

⁶ Four dollars for 10 hours Saturday, and \$5 for 10 hours Sunday.

⁷ With board, \$10; without board, \$15.

⁸ Regular rate.

⁹ In saloons, alternate days of 6 and 12 hours; in hotels, hours regulated by conditions.

¹⁰ In saloons, 56 hours; in hotels, 62 hours.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Bartenders — Con.								
Taunton,	\$0.23½	\$2.50	\$15.00	-	-	10½	63	-
Ware, . . . . .	.31½	3.00	18.00	\$0.46	\$0.46	9	57	-
Westfield, . . . . .	.23½	3.00	18.00	-	1.50	9	55	-
Worcester, . . . . .	.30	3.00	18.00	-	-	10	60	-
Bill Posters and Billers.								
<i>Billers.</i>								
Boston,	-	2.00	12.00	-	-	-	-	-
<i>Bill Posters.</i>								
Boston (foremen), . . . . .	.25½	2.83	17.00	.53½	.53½	8	48	3
Boston, . . . . .	.31½	2.50	15.00	.46½	.46½	8	48	3
Springfield, . . . . .	.25	2.25	13.50	.50	.50	9	54	-
Blacksmiths.								
Boston,	{ .33½ .40	{ 3.00- 3.60	{ 18.00- 21.60	{ .50- .60	{ .50- .60	{ 9	{ 54	{ -
Boston (iron and steel work- ers), . . . . .	.38½	3.50	21.00	.57½	.78	9	54	-
Boston (ornamental iron work- ers),	{ .30½ .33½ .35½	{ 2.75 3.00 2.67	{ 16.50 18.00 16.00	{ - - -	{ - - -	{ 9 9 8	{ 54 54 45	{ 3 - 12
Brockton, . . . . .	.42½	3.17	19.00	-	-	8	45	12
Worcester, . . . . .	.30	3.00	16.50	-	-	10	55	12
<i>Helpers.</i>								
Boston (iron and steel), . . . . .	.27½	2.50	15.00	.41½	.55½	9	54	-
Bookbinders.								
Boston,	-	-	-	-	-	8	48	12
Boston (paper rulers, first class), . . . . .	.37½	3.00	18.00	.56½	-	8½	48	12
Boston (paper rulers, second class), . . . . .	.31½	2.50	15.00	.46½	-	8½	48	12
Cambridge (hand workers),	{ .39½ .43½	{ 3.17 3.50	{ 19.00 21.00	{ .59½ .65½	{ .79½ .87½	{ 8½	{ 48	{ 12
Cambridge (machine opera- tors), . . . . .	.45½	3.67	22.00	.68½	.91½	8½	48	12
Norwood (bookbinders), . . . . .	.37½	3.00	18.00	.56½	.75	8½	48	12
Norwood (stampers), . . . . .	.41½	3.33	20.00	.62½	.83½	8½	48	12
Boot and Shoe Workers.								
CUTTING DEPARTMENT.								
<i>Cutters — semp, machine.</i>								
Boston (Union A), . . . . .	.42	3.78	21.00	-	-	9	50	12
Boston (Union B), . . . . .	.40½	3.33	20.00	-	-	9	49½	12
Boston (Union C),	{ .30- .60	{ 2.50- 4.17	{ 15.00- 25.00	{ - -	{ - -	{ 9	{ 50	{ 12
Brockton, . . . . .	.38½	3.50	21.00	-	-	9	54	-
Haverhill, . . . . .	.39	3.25	19.50	-	-	9	50	-
North Adams, . . . . .	.36½	3.25	19.50	-	-	9	54	6
Rockland, . . . . .	.38½	3.50	21.00	-	-	9	54	-
Salem, . . . . .	.43	3.87	21.50	-	-	9	50	12
Whitman, . . . . .	.38½	3.50	21.00	-	-	9	54	3
<i>Cutters — lining, cloth.</i>								
Framingham, . . . . .	.30½	3.00	16.50	-	-	9½	54	12
Salem, . . . . .	.35	3.15	17.50	-	-	9	50	12
Whitman, . . . . .	.30½	2.75	16.50	-	-	9	54	3

1 Paid \$5 for 10 hours.

2 No regular hours.

3 Time and one-half.

4 Double time.

5 Ten hours on five days when Saturday half-holiday is in force.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Boot and Shoe Workers — Con.								
<i>Cutters — trimming.</i>								
Haverhill,	\$0.27	\$2.25	\$13.50	-	-	9	50	12
Salem, . . . . .	.25	2.25	12.50	-	-	9	50	12
<i>Cutters — top, hand.</i>								
Brockton, . . . . .	.30½	2.75	16.50	-	-	9	54	-
Haverhill, . . . . .	.31	2.58	15.50	-	-	9	50	-
North Adams, . . . . .	.30½	2.75	16.50	-	-	9	54	16
Rockland, . . . . .	.30½	2.75	16.50	-	-	9	54	-
Whitman, . . . . .	.30½	2.75	16.50	-	-	9	54	3
<i>Cutters — top, machine.</i>								
Brockton, . . . . .	.33½	3.00	18.00	-	-	9	54	-
Haverhill, . . . . .	.34	2.83	17.00	-	-	9	50	12
Rockland, . . . . .	.33½	3.00	18.00	-	-	9	54	-
<i>Cutters — vamp, hand.</i>								
Brockton, . . . . .	.36½	3.25	19.50	-	-	9	54	-
Haverhill, . . . . .	.36	3.00	18.00	-	-	9	50	12
Rockland, . . . . .	.36½	3.25	19.50	-	-	9	54	-
Salem, . . . . .	.40	3.60	20.00	-	-	9	50	12
Whitman, . . . . .	.36½	3.25	19.50	-	-	9	54	3
<i>Skivers.</i>								
Brockton, . . . . .	.27½	2.50	15.00	-	-	9	54	-
Whitman, . . . . .	.30½	2.75	16.50	-	-	9	54	-
	.25	2.25	13.50	-	-	9	54	3
	.27½	2.50	15.00	-	-	9	54	3
	.30½	2.75	16.50	-	-	9	54	3
SOLE LEATHER DEPARTMENT.								
<i>Channellers.</i>								
Braintree, . . . . .	.33½	3.00	18.00	-	-	9	54	-
<i>Cutters — insole.</i>								
Braintree, . . . . .	.27½	2.50	15.00	-	-	9	54	-
North Adams, . . . . .	.25	2.25	13.50	-	-	9	54	7
<i>Cutters — outsole.</i>								
Haverhill, . . . . .	.30	2.75	16.50	-	-	10	55	12
North Adams, . . . . .	.27½	2.50	15.00	-	-	10	54	7
<i>Grain Counter Workers.</i>								
Lynn, . . . . .	.25½	2.33	14.00	-	-	10	55	12
<i>Heel Cutters.</i>								
Lynn (Union A), . . . . .	.33	2.75	16.50	-	-	9	50	12
Lynn (Union B), . . . . .	.32½	3.28	18.00	-	-	10	55	12
North Adams, . . . . .	.23½	-	12.00	-	-	9	54	7
<i>Sole Sorters.</i>								
Boston, . . . . .	.40½	3.33	20.00	-	-	9	49½	12
Haverhill, . . . . .	.30	2.75	16.50	-	-	10	55	12
Lynn, . . . . .	.32½	3.28	18.00	-	-	10	55	12
Whitman, . . . . .	.36½	3.25	19.50	-	-	9	54	3
STITCHING DEPARTMENT.								
<i>Closers-on.</i>								
Salem, . . . . .	.26½	2.00	12.00	-	-	8	45	12
<i>Lining Makers.</i>								
Salem, . . . . .	.22½	1.67	10.00	-	-	8	45	12

* Ten hours on five days when Saturday half-holiday is in force.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Boot and Shoe Workers — Con.								
<i>Top Stitchers.</i>								
Salem,	\$0.28 ¹ / ₂	\$2.17	\$13.00	—	—	8	45	12
<i>Vampers.</i>								
Salem, . . . . .	.33 ¹ / ₂	2.50	15.00	—	—	8	45	12
LASTING DEPARTMENT.								
<i>Lasters.</i>								
Brookton,	¹ .23 ¹ / ₂	13.00	¹ 18.00	—	—	9	54	—
Lynn, . . . . .	.33 ¹ / ₂	3.00	16.33	—	—	9	49	12
Natick, . . . . .	.33 ¹ / ₂	3.00	16.75	—	—	9	50	12
<i>Lasting Machine Operators.</i>								
Natick, . . . . .	.30 ⁵ / ₈	2.75	16.50	—	—	9	54	—
BOTTOMING DEPARTMENT.								
<i>Rough Rounders.</i>								
Braintree, . . . . .	.30 ⁵ / ₈	2.75	16.50	—	—	9	54	—
Haverhill, . . . . .	.28 ¹ / ₂	2.85	15.50	—	—	10	55	12
FINISHING DEPARTMENT.								
<i>Dressers.</i>								
Whitman, . . . . .	.16 ³ / ₄	1.50	9.00	—	—	9	54	—
<i>Finishers.</i>								
Rockland, . . . . .	.27 ¹ / ₂	2.50	15.00	—	—	9	54	—
<i>Packers.</i>								
Whitman, . . . . .	.16 ³ / ₄	1.50	9.00	—	—	9	54	—
<i>Troers.</i>								
Brookton, . . . . .	.30	2.70	16.20	—	—	9	54	—
Haverhill, . . . . .	.27 ¹ / ₂	2.75	15.00	—	—	10	55	12
Rockland, . . . . .	.27 ¹ / ₂	2.50	15.00	—	—	9	54	—
Whitman, . . . . .	.28	2.52	15.12	—	—	9	54	—
Bottlers and Drivers.								
<i>Bottlers and Machine Operators.</i>								
Boston, . . . . .	.33 ¹ / ₂	2.67	¹ 16.00	\$0.40	—	8	48	—
Fall River, . . . . .	.26	2.08	12.48	.40	—	8	48	—
Lawrence, . . . . .	.24—	2.17—	13.00—	.35	\$0.70	9	54	—
Lowell, . . . . .	.30 ¹ / ₂ —	2.42—	14.50—	.40	—	8	48	—
New Bedford, . . . . .	.24 ¹ / ₂ —	2.75—	16.50—	.40	—	8	48	—
Pittsfield, . . . . .	.22 ³ / ₄ —	2.00—	12.00—	.30	—	9	54	—
Worcester (breweries), . . . . .	.33	2.75	16.50	—	.70 ¹ / ₂	9	50	12
Worcester (wholesale shops), . . . . .	.35 ¹ / ₂ —	2.83	¹ 17.00	.50	.70 ¹ / ₂	8	48	—
	.31 ¹ / ₂	2.83	¹ 17.00	.50	.63	9	54	—
<i>Drivers.</i>								
Boston, . . . . .	.32 ³ / ₄	2.92	¹ 17.50	.40	—	9	54	—
Fall River, . . . . .	.26	2.08	12.48	.40	—	8	48	—
Pittsfield, . . . . .	.33	2.75	16.50	—	.71	9 ⁵ / ₈	50	12
Worcester (breweries), . . . . .	.35 ¹ / ₂ —	2.83	17.00	.40	.63 ¹ / ₂	8	48	—
Worcester (wholesale shops), . . . . .	.31 ¹ / ₂ —	3.17	¹ 19.00	.50	.57 ¹ / ₂	10	60	—
	.28 ³ / ₄	3.17	¹ 19.00	.50		11	66	—

¹ Minimum.² Nine hours a day from May 1 to October 31, and 8 hours a day from November 1 to April 30.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Bottlers and Drivers								
— Con.								
Drivers' Helpers.								
Boston,	\$0.26½	\$2.42	1 \$14.50	\$0.40	—	9	54	—
Worcester, . . . . .	.28½	2.83	1 17.00	.50	\$0.50	10	60	—
Worcester (handling larger than one-half barrels), . . . . .	.28½	2.83	1 17.00	.50	.56½	10	60	—
General Workers.								
Boston, . . . . .	.29½	2.33	1 14.00	.40	—	8	48	—
Worcester, . . . . .	.26½	2.58	15.50	.50	.51½	10	60	—
Helpers (Insidemen).								
Worcester (new),	{ .81½ .27½	2.50	1 15.00	.50	{ .62½ .55½	8	48	}
Worcester (permanent),	{ .33½ .29½	2.67	1 16.00	.50	{ .66½ .59½	8 9	48 54	
Labelers (Hand).								
Worcester,	{ .22½ .20½	1.83	1 11.00	.50	{ .46 .40½	8 9	48 54	}
Packers.								
Boston, . . . . .	.31½	2.50	1 15.00	.40	—	8	48	—
Stablemen.								
Worcester, . . . . .	.26½	2.67	1 16.00	.40	—	10	60	—
Bootblacks.								
Boston,	—	1.50	9.00	—	—	—	—	—
Brass Molders.								
(See Molders.)								
Brewery Workmen.								
Brewers.								
Boston (first men), . . . . .	.41½	3.33	20.00	.50	.50	8	48	—
Boston, . . . . .	.37½	3.00	18.00	.50	.50	8	48	—
Fall River,	—	{ 2.50— 3.17	15.00— 19.00	.50	.50	{ 8 9	48 54	}
Holyoke, . . . . .	.41½	3.33	20.00	.50	.53½	8	48	
Lawrence,	{ .81½ .54½	2.50— 4.33	15.00— 26.00	.41½ .81	.62½ 1.08	8	48	—
Lowell, . . . . .	.39½	3.17	19.00	.50	.50	8	48	—
New Bedford (first men), . . . . .	.41½	3.33	20.00	.50	.50	8	48	—
New Bedford, . . . . .	.37½	3.00	18.00	.50	.50	8	48	—
Pittsfield,	{ .39½ .41½	3.17 3.33	19.00 20.00	.50	.50	8	48	}
Springfield, . . . . .	.43½	3.50	21.00	.50	—	8	48	
Worcester,	{ .37½ .41½	3.00— 3.33	18.00— 20.00	.50	—	8	48	—
Worcester, . . . . .	.36½	2.92	1 17.50	.50	.73	8	48	—
Cellar Men.								
Boston (first men), . . . . .	.41½	3.33	20.00	.50	.50	8	48	—
Boston, . . . . .	.37½	3.00	18.00	.50	.50	8	48	—
New Bedford (first men), . . . . .	.41½	3.33	20.00	.50	.50	8	48	—
New Bedford, . . . . .	.37½	3.00	18.00	.50	.50	8	48	—
Chauffeurs.								
Boston, . . . . .	.38	3.42	20.50	.50	.50	9	54	—

¹ Minimum.

² Nine hours a day from May 1 to October 31, and 8 hours a day from November 1 to April 30.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Brewery Workmen — Con.								
<i>Coopers.</i>								
Boston,	\$0.50	\$4.00	\$24.00	\$0.75	\$1.00	8	48	3
Holyoke, . . . . .	.42 $\frac{3}{4}$	3.42	20.50	.50	.85 $\frac{1}{2}$	8	48	—
Springfield, . . . . .	.42 $\frac{3}{4}$	3.42	20.50	.50	—	8	48	—
Worcester, . . . . .	.50	4.00	24.00	.75	1.00	8	48	—
<i>Engineers.</i>								
Fall River,	—	—	{ 19.00— 26.00 }	.50	.50	{ 8 9 }	{ 48 54 }	{ — — }
Holyoke, . . . . .	.42	3.36	23.50	.50	.84	8	56	—
New Bedford (assistant), . . . . .	.40 $\frac{1}{2}$	3.21	22.50	.50	.50	8	56	—
Springfield, . . . . .	.42	3.36	23.50	.50	—	8	56	—
<i>Fermenting Room Men.</i>								
Boston (first men), . . . . .	.41 $\frac{1}{2}$	3.33	20.00	.50	.50	8	48	—
Boston, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
New Bedford (first men), . . . . .	.39 $\frac{1}{2}$	3.17	19.00	.50	.50	8	48	—
New Bedford, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
<i>Firemen.</i>								
Holyoke, . . . . .	.36 $\frac{1}{2}$	2.93	20.50	.50	.73	8	56	—
New Bedford, . . . . .	.34 $\frac{1}{2}$	2.79	19.50	.50	.50	8	56	—
Springfield, . . . . .	.36 $\frac{1}{2}$	2.93	20.50	.50	—	8	56	—
<i>Floormen.</i>								
Boston, . . . . .	.35 $\frac{1}{2}$	3.17	19.00	.50	.50	9	54	—
<i>General Workmen.</i>								
Boston (brewery), . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
Boston (stable), . . . . .	.34 $\frac{1}{2}$	3.08	18.50	.50	.50	9	54	—
Worcester, . . . . .	.32 $\frac{3}{4}$	2.66	13.50	.50	.64 $\frac{1}{2}$	8	48	—
<i>Stablemen.</i>								
Boston (first men), . . . . .	.34 $\frac{1}{2}$	* 3.08	18.50	.50	* .50	9	54	—
Boston, . . . . .	.31 $\frac{1}{2}$	* 2.83	17.00	.50	* .50	9	54	—
Springfield, . . . . .	.32 $\frac{3}{4}$	2.67	18.00	.50	—	8	56	—
<i>Teamsters.</i>								
Boston (depot), . . . . .	.34 $\frac{1}{2}$	3.08	18.50	.50	.50	9	54	—
Boston (route), . . . . .	.36 $\frac{1}{2}$	3.26	19.50	.50	.50	9	54	—
Holyoke,	{ .36 $\frac{1}{2}$.41 $\frac{1}{2}$ }	{ 2.83 3.33 }	{ 17.00— 20.00 }	.50	.70 $\frac{1}{2}$	8	48	—
Lowell,	—	—	{ 18.00— 19.00 }	—	—	8	48	—
New Bedford, . . . . .	.34 $\frac{1}{2}$	3.08	18.50	.50	.50	9	54	—
Springfield,	{ .36 $\frac{1}{2}$.41 $\frac{1}{2}$ }	{ 2.83 3.33 }	{ 17.00— 20.00 }	.50	—	8	48	—
Worcester,	—	—	* 19.00	.50	{ .70 $\frac{1}{2}$.70 $\frac{1}{2}$ }	* 8 9	{ 48 54 }	{ — — }
<i>Teamsters' Helpers.</i>								
Boston, . . . . .	.30 $\frac{1}{2}$	2.75	16.50	.50	.50	9	54	—
New Bedford, . . . . .	.30 $\frac{1}{2}$	2.75	16.50	.50	.50	9	54	—
Worcester,	—	—	* 17.00	.50	{ .70 $\frac{1}{2}$.63 }	* 8 9	{ 48 54 }	{ — — }
<i>Washhouse Men.</i>								
Boston (first men), . . . . .	.41 $\frac{1}{2}$	3.33	20.00	.50	.50	8	48	—
Boston, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—
Holyoke,	{ .37 $\frac{1}{2}$.41 $\frac{1}{2}$ }	{ 3.00— 3.33 }	{ 18.00— 20.00 }	.50	{ .75 .83 $\frac{1}{2}$ }	8	48	—
New Bedford (first men), . . . . .	.40 $\frac{1}{2}$	3.25	19.50	.50	.50	8	48	—
New Bedford, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	.50	.50	8	48	—

1 Minimum.

2 If the regular stableman works 7 days or nights at his option \$3.50 is paid for the extra day or night.

3 Work 8 hours a day from December 1 to April 1, and 9 hours a day from April 1 to December 1.

4 Where only one man is employed he receives \$18.50.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Bricklayers.								
Attleborough,	\$0.55	\$4.40	\$24.20	\$1.10	\$1.10	8	44	12
Beverly, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Boston, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Brookton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Cambridge, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Clinton, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Dedham, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Fall River, . . . . .	.60	4.80	28.80	.90	.90	8	48	-
Fitchburg, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Frammingham, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Gardner, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	-
Gloucester, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Great Barrington, . . . . .	.56¼	4.50	27.00	1.12½	1.12½	8	48	-
Greenfield, . . . . .	.60	4.80	28.80	1.20	1.20	8	48	-
Haverhill, . . . . .	.60	4.80	28.80	.90	.90	8	48	3
Holyoke, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Lawrence, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Lenox, . . . . .	.62½	5.00	27.50	.93¼	1.25	8	44	12
Lowell, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Lynn, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Marlborough, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
New Bedford, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.58	4.40	24.20	.82½	.82½	8	44	12
Newton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
North Adams, . . . . .	.56¼	4.50	27.00	1.12½	1.12½	8	48	-
Northampton, . . . . .	.62½	5.00	30.00	1.25	1.25	8	48	-
Pittsfield, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	3
Quincy, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Salem, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Southbridge, . . . . .	.46¼	3.75	22.50	.70¼	.70¼	8	48	-
Springfield, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Taunton, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Waltham, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Westfield, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Woburn, . . . . .	.65	5.20	28.60	-	-	8	44	12
Worcester, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Bridge and Structural Iron Workers.								
Boston, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Worcester, . . . . .	.56¼	4.50	24.75	.84¼	1.12½	8	44	12
Helpers.								
Boston, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Building Laborers.								
Boston (hod carriers), . . . . .	.35	2.80	15.40	.52½	.52½	8	44	12
Boston (laborers), . . . . .	.30	2.40	13.20	.45	.45	8	44	12
Brookton, . . . . .	.40	3.20	17.60	.80	.80	8	44	12
Cambridge, . . . . .	.35	2.80	15.40	.52½	.52½	8	44	12
Easthampton, . . . . .	.37½	3.00	18.00	.75	.75	8	48	-
Holyoke, . . . . .	.37½	3.00	16.50	.75	.75	8	44	12
Lawrence, . . . . .	.28½	2.25	12.38	.42¾	.42¾	8	44	12
Lowell, . . . . .	.30	2.40	13.20	.60	.60	8	44	12
Lynn, . . . . .	.33	2.64	14.52	-	.66	8	44	12
Newton, . . . . .	.40	3.20	17.60	.80	.80	8	44	12
Northampton, . . . . .	.35	2.80	15.40	.52½	.70	8	44	12
Pittsfield, . . . . .	.37½	3.00	18.00	.75	.75	8	48	-
Pittsfield, . . . . .	.35	2.80	15.40	.52½	.70	8	44	12
Quincy, . . . . .	.38	3.04	16.72	-	-	8	44	12
Springfield, . . . . .	.37½	3.00	16.50	.75	.75	8	44	12
Worcester (laborers),35	2.80	15.40	.52½	.70	8	44	12
Worcester (hod carriers),35	2.80	16.80	.70	.70	8	48	6

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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Cabinet Makers.								
<i>(See Carpenters—Shop and Millmen.)</i>								
Cable Splicers.								
Boston:								
First class,	\$0.56½	\$4.50	\$27.00	\$0.84½	\$0.84½	8	48	14
Second class, . . . . .	.53½	4.25	25.50	.79½	.79½	8	48	14
Third class, . . . . .	.45	3.60	21.60	.67½	.67½	8	48	14
Fourth class, . . . . .	.40	3.20	19.20	.60	.60	8	48	14
Helpers (first class), . . . . .	.34½	2.75	16.50	.51½	.51½	8	48	14
Carpenters.								
Bossmakers.								
Lawrence,	{ .15½— .22½	1.54— 2.18	8.50— 12.10	.23½— .33½	.23½— .33½	{ 9½	54	12
Floorlayers.								
Boston, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
House Carpenters.								
Adams, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	—
Andover, . . . . .	.47½	3.82	21.01	.71½	{ .71½— .95½	{ 8	44	12
Arlington, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Athol, . . . . .	.38	2.80	16.80	.52½	.52½	8	48	—
Attleborough, . . . . .	.38½	3.08	18.48	.57½	.77	8	48	—
Beverly, . . . . .	.50	4.00	22.00	1.00	1.50	8	44	12
Boston, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Braintree, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Brookton, . . . . .	.50	4.00	22.00	{ .75 1.00	1.00	8	44	12
Brookline, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Cambridge, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Canton, 1 . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Chelsea, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Chicopee, . . . . .	.46½	3.75	30.63	.70½	.93½	8	44	12
Clinton, . . . . .	.47½	3.82	21.00	.71½	.95½	8	44	12
Cohasset, . . . . .	.47½	3.82	21.00	1.43½	1.43½	8	44	12
Concord, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Danvers, . . . . .	.47½	3.82	21.00	.71½	{ .95½ 1.43½	{ 8	44	12
Dedham, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Easthampton, . . . . .	.40½	3.25	19.50	.61	—	8	48	—
Easton, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Everett, . . . . .	.55	4.40	24.20	.82½	1.10	8	44	12
Fall River, . . . . .	.42	3.36	20.16	.63	.84	8	48	—
Fitchburg, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	—
Framingham, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Gardner, . . . . .	.35	2.80	16.80	.52½	.70	8	48	—
Gloucester, . . . . .	.50	4.00	22.00	1.00	1.50	8	44	12
Great Barrington, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	—
Greenfield, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	—
Hamilton, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Haverhill, . . . . .	.41	3.28	19.68	.61½	.82	8	48	—
Hingham, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Holyoke, . . . . .	.45	3.60	19.80	.90	.90	8	44	12
Hudson, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	—
Hull, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12

1 Make up time during week.

2 Time and one-half on holidays and double pay on Sundays.

3 Foremen receive 50 cents extra a day, or \$24.75 a week.

4 Triple pay on Labor Day.

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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Carpenters — Con.								
<i>House Carpenters — Con.</i>								
Ipswich,	\$0.50	\$4.00	\$22.00	\$1.00	\$1.50	8	44	12
Lawrence (Union A), . . . .	.37½	3.00	16.50	.50½	.75	8	44	12
Lawrence (Union B), . . . .	.47½	3.82	21.00	.71½	.95½	8	44	12
Lawrence (French union), . . .	.47½	3.82	21.00	.71½	.95½	8	44	12
Lawrence (German union), . . .	.47½	3.82	21.00	.71½	.95½	8	44	12
Lee, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	—
Lenox, . . . . .	.44½	3.56	19.58	.66½	.89	8	44	12
Leominster, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	—
Lowell, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Lynn, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Malden, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Manchester, . . . . .	.50	4.00	22.00	1.00	1.50	8	44	12
Mansfield, . . . . .	.41	3.28	19.68	.61½	.82	8	48	4
Marblehead, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Marion, . . . . .	.41	3.28	19.68	.61½	.82	8	48	3
Marlborough, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Maynard, . . . . .	.37½	3.00	16.50	—	—	8	44	12
Medford, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Melrose, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Methuen, . . . . .	.47½	3.82	21.00	.71½	.95½	8	44	12
Middleborough, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Milford, . . . . .	.47½	3.82	21.00	.71½	.95½	8	44	12
Milton, . . . . .	.55	4.40	24.20	.82½	1.10	8	44	12
Nahant, . . . . .	.50	4.00	22.00	.75	1.50	8	44	12
Natick, . . . . .	.55	4.40	24.20	.82½	1.10	8	44	12
Needham, . . . . .	.55	4.40	24.20	.82½	1.10	8	44	12
New Bedford, . . . . .	.41	3.28	19.68	.61½	.82	8	48	—
Newburyport, . . . . .	.40	3.20	17.60	.60	.80	8	44	12
Newton, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
North Adams, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	—
Northampton, . . . . .	.40½	3.25	19.50	.61	.81½	8	48	—
North Attleborough, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Norwood, . . . . .	.47½	3.82	21.00	.95½	.95½	8	44	12
Pittsfield, . . . . .	.44½	3.55	19.50	.66½	.88½	8	44	12
Plymouth, . . . . .	.47½	3.82	21.01	{ 1.71½ }	.95½	8	44	12
Quincy, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Randolph, . . . . .	.50	4.00	22.00	—	—	8	44	12
Reading, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Revere, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Rockland, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Salem (Union A), . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Salem (French union), . . . . .	.50	4.00	22.00	1.00	1.50	8	44	12
Saugus, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Sharon, . . . . .	.47½	3.82	21.01	.71½	.95½	8	44	12
Somerville, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Southbridge, . . . . .	.41	3.28	19.68	.61½	.82	8	48	—
Springfield, . . . . .	.46½	3.75	20.62	.70½	.93½	8	44	12
Stonham, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Stoughton, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Taunton, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	—
Wakefield, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Waltham, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Ware, . . . . .	.34½	2.75	16.50	.51½	.68½	8	48	—
Wareham, . . . . .	.47½	3.80	22.80	.71½	.71½	8	48	—
Wareham (cement), . . . . .	.55	4.40	26.40	.82½	1.10	8	48	—
Westborough, . . . . .	.40½	3.25	19.50	.61	.81½	8	48	—
Westfield, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Whitman, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Williamstown, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	—
Winchester, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Winthrop, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Woburn, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Worcester (Union A), . . . . .	.47½	3.82	21.01	.71½	.95½	8	44	12
Worcester (Union B), . . . . .	.47½	3.82	21.01	{ .71½ }	.95½	8	44	12

¹ Time and one-half from 5 P.M. to 10 P.M.; double time thereafter.

² Time and one-half from 5 P.M. to 9 P.M.; double time thereafter.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Carpenters — Con.								
<i>Ship Carpenters.</i>								
Boston,	\$0.43½	\$3.50-	\$21.00-	\$0.87½	\$0.87½	8	48	-
Quincy, . . . . .	.50 .29½ .37½	4.00 2.33 3.00	34.00 14.00 18.00	1.00 - -	1.00 - -	8	48	-
<i>Shop and Millmen.</i>								
Athol (cabinet makers), . . . . .	.33½	3.00	16.67	.50	.50	9	50	12
Boston (Union A), . . . . .	.40-	3.20-	19.20-	.80-	.80-	8½	48	12
Boston (Union B):	.45	3.60	21.60	.90	.90			
Cabinet makers, . . . . .	.45	3.60	{ 21.15 21.60 }	.90	.90	8½	{ 47 48 }	12
Mill hands, . . . . .	.43- .45	3.36 3.60	19.74- 21.60	.84- .90	.84- .90	8½	{ 47 48 }	12
Shop carpenters, . . . . .	.45	3.60	{ 21.15 21.60 }	.90	.90	8½	{ 47 48 }	12
Holyoke, . . . . .	.27½ .38½	2.50- 3.50	13.89- 19.45	.55½- .77½	.55½- .77½	9	50	12
Lowell, . . . . .	.28½ .38½	2.71- 3.61	15.00- 20.00	.43½- .57½	.43½- .57½	9½	52½	12
Lynn (bench and machine men), . . . . .	.38- .42	3.42- 3.78	19.00- 21.00	.57- .63	.76½- .84	9	50	12
Newton:								
Bench hands, . . . . .	.42	3.64	20.16	.84	.84	8½	48	12
Helpers, . . . . .	.32	2.77	15.36	.64	.64	8½	48	12
Molders, . . . . .	.42	3.64	20.16	.84	.84	8½	48	12
Sanders and shippers, . . . . .	.38	3.20	18.24	.76	.76	8½	48	12
Stock cutters, . . . . .	.42	3.64	20.16	.84	.84	8½	48	12
Turners and sawyers, . . . . .	.42	3.64	20.16	.84	.84	8½	48	12
Salem, . . . . .	.40	3.60	20.00	.60	.60	9	50	12
<i>Stairbuilders.</i>								
Boston, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
<i>Wharf and Bridge Carpenters.</i>								
Boston (Union A), . . . . .	.32½ .29	3.90	17.40	{ .48½ .43½ }	{ .48½ .43½ }	9 10	53 58	-
Boston (Union B), . . . . .	.47	3.76	20.68	.94	.94	8	44	12
Boston (sand machine men), . . . . .	.40	3.20	17.60	.80	.80	8	44	12
<i>Wood Carvers.</i>								
Boston, . . . . .	.41- .70½	3.28- 5.64	18.00- 31.00	.82 1.41	.82 1.41	8	44	12
Cement Workers.								
<i>Finishers.</i>								
Boston, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Clinton, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Fitchburg, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Lynn, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Newburyport, . . . . .	.55	4.40	24.20	.82½	.82½	8	44	12
<i>Helpers.</i>								
Lynn, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
<i>Laborers.</i>								
Lynn, . . . . .	.35	2.80	15.40	.52½	.70	8	44	12
<i>Street Men.</i>								
Lynn, . . . . .	.20	2.40	12.20	.45	.60	8	44	12
Chandelier Makers.								
Boston:								
Dippers, . . . . .	.32	2.88	16.00	-	-	9	50	12
Lacquers, . . . . .	.36	3.24	18.00	-	-	9	50	12
Lathe hands, . . . . .	.36	3.24	18.00	-	-	9	50	12
Metal spinners, . . . . .	.42	3.78	21.00	-	-	9	50	12
Vise hands, . . . . .	.36	3.24	18.00	-	-	9	50	12

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Cigar Box Makers.								
Boston:								
Foremen,	\$0.43½	\$3.79	\$21.00	\$0.65½	\$0.65½	8½	48	12
Nailers,	29½	2.53	14.00	.43½	.43½	8½	48	12
Printers,	31½	2.71	15.00	.46½	.46½	8½	48	12
Sawyers,	33½	2.89	16.00	.50	.50	8½	48	12
	35½	3.09	17.00	.53½	.53½	8½	48	12
	35½	3.09	17.00	.53½	.53½	8½	48	12
Clerks.								
Worcester:								
Wine clerks (new), . . . . .	.21½	2.17	13.00	.32½	.43½	-	60	-
Wine clerks (1 year's experience), . . . . .	.26½	2.67	16.00	.40	.53½	-	60	-
Rectifiers (head), . . . . .	.45½	4.54	25.00	.63½	.90½	-	55	-
Rectifiers, . . . . .	.32½	3.27	18.00	.49½	.65½	-	55	-
Compositors.								
<i>Newspapers — Day Work.</i>								
Boston, . . . . .	.63	4.41	26.46	.82	.82	7	42	1-
Brookton, . . . . .	.46½	3.75	22.50	.70½	.68½	8	48	-
Fall River,	37½	3.00	18.00	.56½	.75	8	48	-
Holyoke (hand), . . . . .	.45½	3.67	22.00	.63½	.91½	8	48	-
Holyoke (machine), . . . . .	.40½	3.25	19.50	.61	.81½	8	48	-
Lowell, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	-
New Bedford, . . . . .	.41½	3.33	20.00	.62½	.83½	8	48	-
Springfield, . . . . .	.41½	3.33	20.00	.62½	.83½	8	48	-
Worcester, . . . . .	.37½	3.00	18.00	.56½	.56½	8	48	-
	.43½	3.50	21.00	.65½	.65½	8	48	-
<i>Newspapers — Night Work.</i>								
Boston, . . . . .	.67	4.69	28.14	.87	.87	7	42	1-
Lowell, . . . . .	.48	3.84	23.00	.71½	.95½	8	48	-
New Bedford, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	-
Springfield, . . . . .	.50	4.00	24.00	.75	1.00	8	48	-
Worcester, . . . . .	.43½	3.50	21.00	.65½	.65½	8	48	2
	.50	4.00	24.00	.75	.75	8	48	2
<i>Newspapers — Third Shift.</i>								
Boston, . . . . .	.72	5.04	30.24	-	-	7	42	1-
<i>Book and Job — Day Work.</i>								
Boston, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	1-
Brookton, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	-
Fall River, . . . . .	.33½	2.67	16.00	.50	.66½	8	48	-
Fitchburg, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	-
Framingham, . . . . .	.31½	2.54	15.00	.47½	.47½	8	47½	4
Greenfield, . . . . .	.29½	2.51	14.00	.43½	.43½	8½	48	7
Holyoke, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	12
Leominster, . . . . .	.33½	2.67	16.00	.50	.50	8	48	4
Lowell, . . . . .	.43½	3.46	19.00	.64½	.86½	8	44	12
Marlborough, . . . . .	.31½	2.50	15.00	.46½	.62½	8	48	3
New Bedford, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	-
Newburyport, . . . . .	.31½	2.69	15.00	.46½	.62½	8½	48	12
North Adams, . . . . .	.29½	2.33	14.00	.43½	.43½	8	48	-
Pittsfield, . . . . .	.29½	2.48	14.00	.43½	.58½	8½	48	12
Springfield, . . . . .	.31½	2.50	15.00	.46½	.62½	8	48	-
Taunton, . . . . .	.31½	2.50	15.00	.46½	.62½	8	48	12
Worcester, . . . . .	.34½	2.75	16.50	.51½	.51½	8	48	2

¹ Saturday half-holiday granted in many cases where time is made up during other days of week.

² After midnight, double time.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Compositors — Con.								
<i>Book and Job — Night Work.</i>								
Boston,	\$0.60½	\$4.23	\$25.36	\$0.90½	\$1.20½	7	42	1 -
Linotype Operators.								
Boston, . . . . .	.48	3.84	23.00	.72	.96	8	48	1 -
Fall River, . . . . .	.45½	3.67	23.00	.68½	.91½	8	48	-
Fitchburg, . . . . .	.37½	3.00	18.00	.56½	.81½	8	48	4
Holyoke, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	12
Lcominster, . . . . .	.37½	3.00	18.00	.56½	.81½	8	48	4
New Bedford (day), . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	-
New Bedford (night), . . . . .	.45½	3.67	23.00	.68½	.91½	8	48	-
Newburyport, . . . . .	.37½	3.23	18.00	.56½	.75	8½	48	12
Pittsfield, . . . . .	.33½	2.83	16.00	.50	.66½	8½	48	12
Taunton, . . . . .	.43½	3.50	21.00	.65½	.91½	8	48	12
Foremen.								
Fitchburg, . . . . .	.39½	3.17	19.00	-	-	8	48	4
Lcominster, . . . . .	.39½	3.17	19.00	-	-	8	48	4
Proofreaders.								
Boston:¹								
Newspaper, night, . . . . .	.67	4.69	28.14	.87	.87	7	42	-
Newspaper, day, . . . . .	.63	4.41	26.46	.82	.82	7	42	-
Newspaper, lobster shift, . . . . .	.72	5.04	30.24	-	-	7	42	-
Book and job, day, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	1 -
Book and job, night, . . . . .	.60½	4.23	25.36	.90½	1.20½	7	42	-
Greenfield, . . . . .	.29½	2.51	14.00	.43½	.43½	8½	48	12
Machine Tenders.								
Fall River, . . . . .	.45½	3.67	23.00	.68½	.91½	8	48	-
Cooks and Waiters.								
Cooks.								
Boston (marine),	-	-	{ \$ 55.00- 70.00 }	-	-	-	-	-
Brockton:								
Assistant (man), . . . . .	.14½	1.43	\$ 10.00	.25	\$.25	10	70	-
Assistant (woman), . . . . .	.18½	1.67	\$ 10.00	.25	\$.25	-	54	-
First cook (man), . . . . .	.21½	2.14	\$ 15.00	.25	\$.25	10	70	-
First cook (woman), . . . . .	.22½	2.00	\$ 12.00	.25	\$.25	-	54	-
Meat and order cook (woman), . . . . .	.22½	2.00	\$ 12.00	.25	\$.25	-	54	-
Meat and pastry cook (woman), . . . . .	.22½	2.00	\$ 12.00	.25	\$.25	-	54	-
Night or order cook (man), . . . . .	.14½	1.71	\$ 12.00	.25	\$.25	12	84	-
Order cook (day), . . . . .	.17½	1.72	\$ 12.00	.25	\$.25	10	70	-
Pastry cook (man), . . . . .	.21½	2.14	\$ 15.00	.25	\$.25	10	70	-
Pastry cook (woman), . . . . .	.16½	1.50	\$ 9.00	.25	\$.25	-	54	-
Lynn (first cook), . . . . .	.23½	2.12	15.00	.25	\$.25	9	63	-
Lynn (second or order cook), . . . . .	.19	1.71	12.00	.25	\$.25	9	63	-
Springfield, . . . . .	.10	1.00	6.00	-	1.00	10	60	-
Stewards, Marine.								
Boston,	-	-	{ \$ 55.00- 85.00 }	-	-	-	-	-

¹ Saturday half-holiday granted in many cases where time is made up during other days of week.

² These minimum rates are also paid to: Copy cutters, make-ups, stone hands, bank men, correctmen, type casters and machine tenders.

³ With board; rate per month.

⁴ With board; minimum.

⁵ Double pay on Labor Day.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Cooks and Waiters — Con.								
Waiters.								
Boston (Union A).	\$0.10	\$1.00	\$30.00	\$0.50	\$0.50	10	70	—
Boston (Union B):								
Clubs.	.13½	1.33	40.00	.30	.30	10	65	12
Hotels.	.15½	1.54	40.00	.30	.30	10	65	12
Noon waiters.	.20½	.83½	5.00	.30	.30	4	24	—
Party and banquet men (dress suits).	—	\$2.00	—	—	—	3	—	—
Party and banquet men (jackets).	—	\$3.00	—	—	—	3	—	—
Restaurants and cafés.	.18½	1.84	12.00	.30	.30	10	65	12
Sunday men.	—	\$3.00	—	—	—	10	—	—
Brockton.	.18½	—	12.00	.25	.25	—	65	—
Lynn (day).	.15½	1.43	10.00	.25	.25	9	63	—
Lynn (night).	.20½	1.86	13.00	.25	.25	9	63	—
Springfield.	.10	1.00	6.00	—	1.00	10	60	—
Waitresses.								
Brockton.	.13	—	7.00	.25	.25	—	54	—
Lynn.	.12	—	7.00	—	—	7-9	58	—
Springfield.	.11½	—	6.00	—	—	7-9	54	—
Coopers, Brewery. (See Brewery Workmen.)								
Coopers, Wood.								
Boston (hand).	—	—	19.50-19.80	.48½-.55	.65-.73½	9-10	54-60	10
Boston (machine).	—	—	15.00-18.00	.37½-.50	.50-.66½	9-10	54-60	10
Townsend.	.24-.30	2.16-2.70	12.00-15.00	—	—	9	50	12
Coppersmiths.								
Boston.	.45	3.90	21.60	.67½	.90	8½	48	12
Coremakers. (See Molders.)								
Cutting Die and Cutter Makers.								
Brockton (finishers).	.25-.41½	2.09-3.47	12.00-20.00	.37½-.62½	.50-.83½	8½	48	12
Brockton (forgers).	.43½-.62½	3.61-5.21	21.00-30.00	.65½-.93½	.87½-1.25	8½	48	12
Haverhill.	.25-.57½	2.13-4.89	12.00-27.60	.37½-.86½	.50-1.15	8½	48	12
Salem:								
Die forgers.	.48	4.18	23.00	.72	.96	8½	48	12
Finishers.	.37½	3.25	18.00	.56½	.75	8½	48	12
Grinders.	.31½	2.71	15.00	.46½	.62½	8½	48	12
Handle makers.	.28½	2.44	13.50	.42½	.56½	8½	48	12
Helpers.	.16½	1.44	8.00	.25	.33½	8½	48	12

1 Rate per month.

2 Rate per month, with board.

3 One-half day off in seven.

4 With board.

5 With 2 meals a day.

6 With one meal.

7 With 3 meals a day.

8 Minimum, with board.

9 Double pay on Labor Day.

10 Saturday half-holiday during entire year granted by some employers.

11 Average.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Decorators.								
Attleborough.	\$0.41	\$3.28	\$18.04	\$0.61½	\$0.82	8	44	12
Boston (Hebrew union).	.46	3.68	20.24	.92	-	8	44	12
Boston (Union B).	.55	4.40	24.20	1.10	1.10	8	44	12
Boston (Hyde Park).	.46	3.68	20.24	.92	-	8	44	12
Brockton.	.50	4.00	22.00	.75	1.00	8	44	12
Brookline.	.55	4.40	24.20	1.10	1.10	8	44	12
Clinton.	.41	3.28	18.04	.61½	.82	8	44	12
Concord.	.41	3.28	18.04	.61½	.82	8	44	12
Fall River.	.42	3.36	18.48	.63	.84	8	44	12
Framingham.	.40	3.20	17.60	.60	.80	8	44	12
Gloucester.	.41	3.28	18.04	.61½	.82	8	44	12
Great Barrington.	.40½	3.25	19.50	.61	.81½	8	48	-
Hingham.	.50	4.00	22.00	.75	1.00	8	44	12
Holyoke.	.45½	3.64	20.02	.68½	.91	8	44	12
Lawrence.	.43½	3.48	19.14	.65½	.87	8	44	12
Lynn.	.46	3.60	19.80	.90	.90	8	44	12
Malden.	.41	3.28	18.04	.82	.82	8	44	12
Marblehead.	.41	3.28	18.04	.61½	.82	8	44	12
Marlborough.	.41	3.28	18.04	.61½	.82	8	44	12
New Bedford.	.37½	3.00	16.50	.56½	.75	8	44	12
Newton.	.41	3.28	18.04	.82	.82	8	44	12
Norwood.	.41	3.28	18.04	.82	.82	8	44	12
Pittsfield.	.44½	3.56	19.58	.89	.89	8	44	12
Rockland.	.24½	2.75	16.50	.51½	.68½	8	48	-
Salem.	.60- .75	4.80- 6.00	26.40- 33.00	.90- 1.12½	1.20- 1.50	8	44	12
Somerville.	.45	3.60	19.80	.90	.90	8	44	12
Springfield.	1.45½	3.64	20.02	.68½	.91	8	44	12
Taunton.	.38½	3.08	16.94	.57½	.77	8	44	12
Webster.	.31½	2.50	15.00	.46½	.66½	8	48	-
Westfield.	.45½	3.64	20.02	.68½	.91	8	44	12
Williamstown.	.37½	3.00	18.00	.56½	.75	8	48	-
Worcester.	.45½	3.64	20.02	.68½	.91	8	44	12
Electrical Workers.								
<i>Inside Wiremen.</i>								
Beverly.	.46	3.68	20.24	.92	.92	8	44	12
Boston (Union A).	.55	4.40	24.20	1.10	1.10	8	44	12
Fall River.	.37½	3.00	18.00	.56½	.75	8	48	-
Gloucester.	.46	3.68	20.24	.92	.92	8	44	6
Haverhill.	.37½	3.00	18.00	.56½	.75	8	48	4
Holyoke.	.44½	3.56	19.58	.68½	.89	8	44	12
Lowell.	.30	2.60	14.40	.45	.60	8½	45	12
Lynn.	.43½	3.50	19.47	.87½	.87½	8	44½	12
Quincy.	.45	3.60	19.80	.67½	.90	8	44	12
Springfield.	.50	4.00	22.00	.75	1.00	8	44	12
Worcester.	.45	3.60	19.80	.90	.90	8	44	12
<i>Inside Wiremen's Helpers.</i>								
Fall River.	.25	2.00	12.00	.37½	.50	8	48	-
Haverhill.	.09½	.75	4.50	.14	.18½	8	48	4
Apprentices (one year).	.18½	1.50	9.00	.28½	.37½	8	48	4
Apprentices (two years).	.31½	2.50	15.00	.46½	.62½	8	48	4
Worcester.	.28½	2.28	12.54	.57	.57	8	44	12
Worcester (apprentices, second year).	.17½	1.40	7.70	.35	.35	8	44	12

¹ Minimum.

² Time and one-half to 10 P.M.; double time thereafter.

³ Forty-eight hours for 6 months and 44 hours for 6 months.

⁴ Time and one-half from 5 P.M. to 9 P.M.; double time thereafter.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
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OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Electrical Workers — Con.								
<i>Linemen.</i>								
Boston,	\$0.43½	\$3.50	\$21.00	\$0.65½	\$0.65½	8	48	-
Fall River, . . . . .	.30½	2.75	16.50	.45½	.61½	9	54	-
Fall River (groundmen), . . . . .	.22½	2.00	12.00	.33½	.44½	9	54	-
Springfield,	-	2.25- 3.00	13.50- 18.00	.37½- .56½	.37½- .56½	18 9	48 54	2-
Worcester, . . . . .	.28½	2.57	15.39	.28½	.28½	9	54	-
Electrotypers and Stereotypers.								
<i>Electrotypers.</i>								
Boston:								
Batterymen and casters, . . . . .	.41½	3.65	20.00	.62½	.83½	8½	48	12
Builders, . . . . .	.41½	3.65	20.00	.62½	.83½	8½	48	12
Finishers, . . . . .	.46½	4.10	22.50	.70½	.93½	8½	48	12
Floor hands, . . . . .	.41½	3.65	20.00	.62½	.83½	8½	48	12
Molders, . . . . .	.50	4.38	24.00	.75	1.00	8½	48	12
Springfield, . . . . .	.50	4.00	24.00	.75	1.00	8	48	-
<i>Stereotypers.</i>								
Boston (day), . . . . .	.59½	4.16½	25.00	{ .70 .80 }	1.19	7	42	-
Boston (night), . . . . .	.69½	4.16½	25.00	.80	1.38½	6	36	-
Fall River,	-	{ 3.22- 4.00 }	18.50- 23.00	.57½- .72	.77½- .96	8	46	12
Lowell, . . . . .	.37½	3.00	18.00	.56½	.56½	8	48	-
Springfield, . . . . .	.51	4.08	24.50	.76½	1.02	8	48	-
Elevator Constructors.								
Boston, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
<i>Helpers.</i>								
Boston, . . . . .	.39	3.12	17.16	.78	.78	8	44	12
Elevator Operators.								
Boston:								
Elevator men, . . . . .	.22½	{ 2.02 2.24 }	13.00	.25	.33½	{ 9 10 }	58	4
Porters, . . . . .	.22½	{ 2.02 2.24 }	13.00	.25	.33½	{ 9 10 }	58	4
Starters, . . . . .	.25½	{ 2.33 2.67 }	15.00	.25	.39	{ 9 10 }	58	4
Engineers, Stationary and Steam.								
Adams, . . . . .	.43	4.30	25.80	-	-	10	60	-
Boston,	{ .58½- .73 }	4.67- 5.84	28.00- 35.00	.87½- 1.09½	1.16½- 1.46	8	48	-
Brockton:								
First class,	-	-	28.00	-	-	{ 8- 10 }	-	-
Second class,	-	-	24.00	-	-	{ 8- 10 }	-	-
Third class,	-	-	21.00	-	-	{ 8- 10 }	-	-
Fall River (breweries),	{ .34- .50 }	2.72- 4.00	19.00- 28.00	.50	{ .34- .50 }	8- 12	56	-
Fall River (electric stations), . . . . .	.37½	{ 3.00- 4.50 }	21.00	.50	.37½	8- 12	56	-

¹ In electric light plants.

² Telephone men have Saturday half-holiday.

³ Saturday night.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Engineers, Stationary and Steam — Con.								
Haverhill,	\$0.30- .41½	\$3.00- 5.00	\$18.00- 25.00	\$0.45- .62½	\$0.45- .62½	10- 12	60	3
Holyoke,	.50	4.00	22.00	1.00	1.00	8	44	12
Lowell:								
First class,	.42½	4.16	\$23.00	.63½	.85%	9½	54	12
Second class,	.39	3.80	\$21.00	.58½	.78	9½	54	12
Third class,	.33½	3.25	18.00	.50	.66½	9½	54	12
Lynn:								
First class,	.41½	4.17	25.00	.62½	—	10	60	6
Second class,	.35	3.50	21.00	.52½	—	10	60	6
Third class,	.30	3.00	18.00	.90	—	10	60	6
Pittsfield,	.45	3.60	21.60	.67½	.90	8	48	—
Quincy (Union A),	.33½	2.67	16.00	—	—	8	48	—
Quincy (Union B),	.37½	3.00	18.00	.37½	.75	8	48	—
Salem:								
First class, ¹	.46½	3.71	26.00	.69½	.69½	8- 10	56- 70	6- —
Second class, ¹	.41½	3.29	23.00	.61½	.61½	8- 10	56- 70	6- —
Third class, ¹	.35½	2.86	20.00	.53½	.53½	8- 10	56- 70	6- —
First class,	.41½	3.29	23.00	.61½	.61½	8- 10	56- 70	6- —
Second class,	.35½	2.86	20.00	.53½	.53½	8- 10	56- 70	6- —
Taunton:								
First class,	.43½	3.43	24.00	—	.85½	8	56	—
Second class,	.37½	3.00	21.00	—	.75	8	56	—
Third class,	.32½	2.57	18.00	—	.64½	8	56	—
Firemen, Stationary.								
Boston,	—	3.25	19.50	—	—	—	—	—
Boston (marine),	.16½ .14½	1.33 1.33	\$40.00	—	—	7 9	56 63	—
Brookton,	.30½	2.75	19.25	—	—	9	63	—
Fall River,	.17- .20	2.04- 2.40	14.28- 16.80	.17- .20	.17- .20	12	84	—
Fitchburg,	.31½	2.50	17.50	—	.31½	8	56	—
Gardner,	.16½	2.00	\$14.00	.20	—	12	84	—
Holyoke,	.31½	2.50	17.50	—	—	8	56	—
Lynn (one boiler),	.24½	2.71	15.00	.40	.49½	11	61	12
Lynn (two or more boilers),	.31½ .34½	2.50- 2.74	17.50- 19.20	.62½ .68½	.62½ .68½	8	56	—
New Bedford,	.18	2.16	16.12	—	—	12	84	—
North Adams,	—	2.72	19.00	—	—	8- 12	56- 84	—
Northampton,	.28½	2.25	15.75	.42½	.42½	8	56	—
Pittsfield,	.36½	2.34	16.40	.36½	—	8	56	—
Salem:								
Firemen,	—	2.92 2.50	17.50	—	—	8	48 56	—
Helpers,	—	2.33 2.00	14.00	—	—	8	48 56	—
Oilers,	—	2.33 2.00	14.00	—	—	8	48 56	—

¹ On Saturday 9 to 11 hours.² Minimum.³ Men in charge.⁴ Eight hours in electric light and power stations, water works, and gas works.⁵ In some plants.⁶ Monthly rate including board.⁷ In port, 9 hours; at sea, 8 hours watch, 4 hours on, 8 hours off.⁸ Average.⁹ In some cases Saturday half-holiday during 6 months.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Firemen, Stationary — Con.								
Taunton:								
Coal passers,	\$0.18	\$1.44	\$10.08	—	\$0.18	8	56	—
Firemen, . . . . .	.30	2.40	16.80	—	.20	12	84	—
Oilers, . . . . .	.17	1.70	11.90	—	.17	10	70	—
Worcester, . . . . .	.45	3.60	25.20	\$0.65	.65	8	56	—
Fish Workers.								
Gloucester:								
Fish handlers, . . . . .	.30	2.70	16.20	—	.45	9	54	3
Fish splitters, . . . . .	.35	3.15	18.90	—	.52½	9	54	3
Fish workers (females),	1.12½	1.10	6.60	.12½	—	9	54	3
Freight Handlers. (See Steam Railroad Employees.)								
Garment Workers.								
<i>Cloak and Skirt Makers.</i>								
Boston:								
Cutters, . . . . .	.48	4.32	24.00	.72	—	9	50	12
Cutters' helpers, . . . . .	.36	3.24	18.00	.54	—	9	50	12
Pressers, . . . . .	.48	4.32	24.00	.72	—	9	50	12
Pressers' helpers, . . . . .	.38	3.42	19.00	.57	—	9	50	12
Skirt pressers (Union A), . . . . .	.34	3.06	17.00	.51	—	9	50	12
Skirt pressers (Union B), . . . . .	.44	3.96	22.00	.66	—	9	50	12
Fall River (skirt makers), . . . . .	.40—	3.60—	20.00—	.60—	—	9	50	12
Worcester (cloak makers), . . . . .	.44	3.96	22.00	.66	—	9	50	12
Worcester (skirt makers), . . . . .	.15½	1.47	8.08	.23½	—	9½	52	12
	.25—	2.25—	14.00—	—	—	9	54	2
	.38½	3.63	21.00	—	—	9½	56	2
	.13—	1.17—	7.00—	—	—	9	54	2
	.23½	2.00	12.00	—	—			
<i>Clothing Trimmers.</i>								
Boston, . . . . .	.34—	3.06—	18.00	.51—	—	9	50—	12
	.36	3.24		.54			53	
<i>Coat Makers.</i>								
Boston (men), . . . . .	.30—	2.70—	15.00—	—	—	9	50	12
Boston (women), . . . . .	.50	4.50	25.00	—	—	9	50	12
	.12—	1.08—	6.00—	—	—	9	50	12
	.24	2.16	12.00	—	—			
<i>Dressmakers.</i>								
Boston, . . . . .	.12—	1.08—	6.00—	.18—	—	9	50	12
Fall River, . . . . .	.22	1.98	11.00	.33	—	9½	52	12
	.19	1.81	9.88	.28½	—			
<i>Garment Cutters (Ladies).</i>								
Boston, . . . . .	.36—	3.24—	18.00—	.54—	—	9	50	12
	.48	4.32	24.00	.72				
<i>Overall and Coat Workers.</i>								
Boston (cutters), . . . . .	.41	3.28	18.00	.61¼	.81¼	8	44	12
<i>Pants Makers.</i>								
Boston, . . . . .	.36	3.24	18.00	—	—	9	50	12
<i>Shirt-waist Makers.</i>								
Boston, . . . . .	.12	1.08	6.00	—	—	9	50	12

¹ Average.

² In some cases regular rate; in others time and one-half.

³ Make up time on 5 days of week.

• No work.

6 Minimum.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Garment Workers — Con.								
<i>Tailors.</i>								
Boston (men),	\$0.25- .43½	\$2.00- 3.50	\$12.00- 21.00	\$0.25- .43½	}	8	48	-
Boston (women),	.14½- .20½	1.17- 1.67	7.00- 10.00	.14½- .20½				
Brockton,	.27½	2.75	16.50	.30	-	10	60	-
Holyoke,	.25	2.50	15.00	.30	-	10	60	-
Lowell (bushelmen),	.25- .30	2.50- 3.00	15.00- 18.00	.30	-	10	60	-
Lowell (pressmen),	.25- .30	2.50- 3.00	15.00- 18.00	.30	-	10	60	-
Northampton,	.23½- .18	} 2.33½	14.00	.30	\$0.30	{ 10- 13 }	60	-
Pittsfield,	.26½			.35				
Pittsfield (helpers),	.20	2.00	12.00	.35	.35	10	60	-
Springfield,	.30	3.00	18.00	.30	.30	10	60	-
Gasfitters.								
Beverly,	.60	4.80	26.40	.90	1.20	8	44	12
Boston (Union A),	.55	4.40	24.20	1.10	1.10	8	44	12
Boston (Union B),	.55	4.40	24.20	{ .82½ 1.10 }	1.10	8	44	12
Gloucester,	.40½	3.25	19.50					
Haverhill,	.43½	3.50	21.00	.81½	.81½	8	48	3
Lynn,	.60	4.80	26.40	1.20	1.20	8	44	12
Northampton,	.43½	3.50	21.00	.65½	.87½	8	48	3
Glass Workers.								
<i>Blowers.</i>								
New Bedford,	-	\$ 6.50	-	-	4-	9	45	-
Somerville,	-	{ 5.00- 7.50 }	-	-	-	8	44	12
<i>Cutlers and Glaziers.</i>								
Boston,	.36	3.24	18.00	.52½	-	9	50	12
<i>Gaffers.</i>								
New Bedford,	-	\$ 5.00	-	-	4-	9	45	-
Somerville,	-	{ 6.00- 8.00 }	-	-	-	8	44	12
<i>Gatherers.</i>								
New Bedford,	-	\$ 3.75	-	-	4-	9	45	-
Somerville,	-	{ 3.50- 4.50 }	-	-	-	8	44	12
<i>Pressers.</i>								
New Bedford,	-	\$ 5.50	-	-	4-	9	45	-
<i>Servers.</i>								
New Bedford,	-	\$ 5.00	-	-	4-	9	45	-
Somerville,	-	{ 5.50- 6.25 }	-	-	-	8	44	12
Granite Cutters.								
Boston,	.45½	3.65	20.08	.68½	.91½	8	44	12
Brookton,	.40½	3.25	18.28	.61	.81½	8	45	12
Chathamford,	1.41	3.28	18.45	.61½	.82	8	45	12

1 Minimum.

4 No work.

2 Time and one-half till 9 P.M.; double time thereafter.

5 If work Saturday 4½ hours or 49½ hours a week.

3 Average.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Granite Cutters — Con.								
Chester, ¹	\$0.37½	\$3.00	\$16.88	\$0.56½	\$0.75	8	45	12
Fall River, ¹	.43	3.44	19.35	.64½	.86	8	45	12
Fitchburg,	.40½	3.25	17.88	.61	.81½	8	44	12
Foxborough,	.40½	3.25	17.88	—	—	8	44	12
Gloucester, ¹	.40½	3.25	17.88	.61	.61	8	44	12
Holyoke,	.45½	3.65	20.08	—	.91½	8	44	12
Lawrence,	.42	3.36	18.45	.63	.84	8	44	12
Lowell,	.41	3.28	18.45	.61½	.81½	8	45	12
Lynn,	.43	3.44	18.92	—	.86	8	44	12
Milford, ¹	.43	3.44	19.35	.64½	.86	8	45	12
Milford (surfacing machine cutters),	.46	3.68	20.70	.69	.92	8	45	12
Monson,	.42	3.36	18.90	.63	.84	8	45	12
New Bedford,	.42	3.36	18.45	.63	.84	8	44	12
Quincy,	.40½	3.25	18.28	.61	.81½	8	45	12
Quincy (tool sharpeners),	.40½	3.25	18.18	.61	.81½	8	44½	12
Rockport, ¹	.40½	3.25	17.88	.61	.61	8	44	12
Springfield,	.45½	3.65	20.08	—	.91½	8	44	12
Taunton,	.44	3.52	19.36	.66	.88	8	44	12
Townsend,	.41	3.28	18.45	.61½	.82	8	45	12
Westford,	.41	3.28	18.45	.61½	—	8	45	12
Worcester, ¹	.42	3.36	18.90	.63	.84	8	45	12
Harness Makers.								
Boston,	.34	3.00	18.00	.51	.68	9	53	—
Hat and Cap Makers.								
Amesbury,	.31½	3.00	16.74	—	—	9½	53	12
Boston (cloth hats, men),	.36- .40	3.24- 3.60	18.00- 20.00	.54- .60	.54- .60	9	50	12
Boston (cloth hats, women),	.30- .34	1.80- 2.16	10.00- 12.00	.30- .36	.30- .36	9	50	12
Fall River,	.18½	1.33	8.00	—	—	10	60	—
Hod Carriers.								
<i>(See Building Laborers.)</i>								
Hoisting and Portable Engineers.								
Boston,	.75	6.00	33.00	1.50	1.50	8	44	12
Lawrence,	.37½	3.00	18.00	.66½	.75	8	48	—
Lowell,	.43½	3.50	21.00	.65½	.65½	8	48	—
Lynn,	.35	3.50	21.00	.52½	—	10	60	6
Milford,	.39½	3.16	18.98	.59½	.79	8	48	6
New Bedford,	.50	4.00	22.00	.75	1.00	8	44	12
Quincy,	.31½	2.50	15.00	.46½	.62½	8	48	—
Rockport,	.26	2.08	12.48	.39	.39	8	48	—
Salem,	.50 .44½	4.00	24.00	.75 .66½	.75 .66½	8 9	48 54	—
Springfield,	.50	4.00	22.00	.75	.75	8	44	12
Worcester,	.50	4.00	24.00	.75	1.00	8	48	—
Hoisting Engineers — Coal.								
Boston (one-man tour),	.49 .46½	4.41 4.15	24.00	.70	.60	9 {	49 52	8

¹ Tool sharpeners receive same rate.² Minimum.³ Tool sharpeners, polishers, and sawyers receive same rate.⁴ No work.⁵ Saturday half-holiday or 49 hours a week for 8 months; 52 hours for 4 months.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Hoisting Engineers — Coal — Con.								
Boston (two-man tour),	{ \$0.42½ .40½	\$3.86 3.63	\$21.00	\$0.70	\$0.60	9 {	¹ 49 52	8
Boston (transient men, day),	-	7.00	-	-	-	-	-	-
Boston (transient men, night),	-	8.00	-	-	-	-	-	-
Horsehoers.								
Boston, . . . . .	.39½	3.57	21.00	.50	-	9	53	6
Haverhill,	{ .33 .36	2.97 3.24	16.50 18.00	.49½ .54	.49½ .54	{ 9	50	12
North Adams, . . . . .	.34	3.08	18.00	.50	.34	9	53	-
Springfield (firemen), . . . . .	.34	3.06	18.00	.34	.34	9	53	4
Springfield (floormen), . . . . .	.38½	2.58	15.00	.28½	.28½	9	53	4
Worcester (firemen), . . . . .	.39½	3.57	21.00	.50	.50	9	53	6
Worcester (floormen), . . . . .	.34	3.06	18.00	.50	.50	9	53	6
Hotel Workers.								
Boston:								
Bell boys, . . . . .	.06½	.67	\$ 20.00	.50	.50	10	70	-
Bus boys, . . . . .	.06½	.67	\$ 20.00	.50	.50	10	70	-
Chambermaids, . . . . .	.06½	.67	\$ 20.00	.50	.50	10	70	-
Kitchen help, . . . . .	.06½	.83½	\$ 25.00	.50	.50	10	70	-
Brockton (kitchen men), . . . . .	.10	1.00	\$ 7.00	.25	.25	10	70	-
Brockton (kitchen women), . . . . .	.11	1.00	\$ 6.00	.25	.25	-	54	-
Insulators and Asbestos Workers.								
Boston, . . . . .	.47	3.76	20.68	.94	.94	8	44	12
Iron Molders. (See Molders.)								
Lamplighters.								
Boston,	-	2.00	14.00	-	-	-	-	-
Lathers.								
Boston, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Brockton, . . . . .	.55	4.40	24.20	-	-	8	44	12
Holyoke, . . . . .	.50	4.00	22.00	-	-	8	44	12
Lawrence, . . . . .	.48½	3.75	20.63	.93½	.93½	8	44	12
Lowell, . . . . .	.50	4.00	24.00	1.00	1.00	8	48	4
Quincy, . . . . .	.56½	4.52	24.86	.84½	1.12	8	44	12
Waltham, . . . . .	.57½	4.60	25.30	1.15	-	8	44	12
Laundry Workers.								
Boston (men),	{ .18½ .33½ .11½	1.67- 3.00- 1.00-	10.00- 18.00- 6.00-	.37- .66½ .22½	{ - - -	9	54	-
Boston (women),	{ .22½	2.00	12.00	.44½	{ -	9	54	-

¹ Saturday half-holiday or 40 hours a week for 8 months; 52 hours for 4 months.

² Rate per month.

³ Minimum; with board.

⁴ Double pay on Labor Day.

⁵ No work.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Laundry Workers — Con.								
Haverhill: ¹								
Drivers,	\$.22½	\$2.00	\$12.00	\$0.33½	—	9	54	—
Mangle ironers, . . . . .	.15	1.35	8.10	.22½	—	9	54	—
Plain ironers, . . . . .	.15	1.35	8.10	.22½	—	9	54	—
Polishers, . . . . .	.22½	2.00	12.00	.33½	—	9	54	—
Starch ironers, . . . . .	.17½	1.60	9.60	.26½	—	9	54	—
Washers, . . . . .	.22½	2.00	12.00	.33½	—	9	54	—
Leather Handlers.								
Boston,	{ .25½ .29½	2.30- 2.66	13.00- 15.00	.50 .50	\$0.51- .59	9	51	12
Leather Workers.								
Lowell:								
Buffers, . . . . .	.33½	3.00	18.00	.50	.50	9	49	12
Finishers, . . . . .	.33½	3.00	18.00	.50	.50	9	49	12
Machine shavers, . . . . .	.40	3.60	21.60	.60	.60	9	49	12
Stakers, . . . . .	.30½	2.75	16.50	.45½	.45½	9	49	12
Tackers, . . . . .	.30½	2.75	16.50	.45½	.45½	9	49	12
Trimmers, . . . . .	.25	2.25	13.50	.37½	.37½	9	49	12
Longshoremen.								
Boston (Union A), . . . . .	.33	—	—	.50	.60	10	59	—
Boston (Union B), . . . . .	.33	—	—	.50	.60	10	59	—
Boston (Union C),	{ .33 .40	—	—	{ .50- .60	.60	10	59	—
Boston (Union D):								
Bulk cargoes, day, . . . . .	.35	—	—	.60	.60	10	59	—
General cargoes, day, . . . . .	.33	—	—	.60	.60	10	59	—
General or bulk cargoes, night, . . . . .	.50	—	—	.60	.60	10	59	—
Grain, sugar cargoes, etc., night, . . . . .	.60	—	—	.60	.60	10	59	—
Wrecks, fire, or stranded vessels, day, . . . . .	.50	—	—	.60	1.00	10	59	—
Wrecks, fire, or stranded vessels, night, . . . . .	.60	—	—	.60	1.00	10	59	—
Machinists.								
Athol:								
Apprentices,	{ .11½ .16½ .33½	1.00- 1.50 3.00	6.00- 9.00 18.00	.16½- .25 .50	.22½- .33½ .66½	9	54	{ 4- 5 4
Machinists,	{ .38½ .22½	3.50 2.00	21.00 12.00	.58½ .33½	.77½ .44½	9	54	{ 5 4
Specialists,	{ .44½ .38½	4.00 3.50	24.00 21.00	.66½ .58½	.88½ .77½	9	54	{ 5 4
Toolmakers,	{ .44½ .44½	4.00 4.00	24.00 24.00	.66½ .66½	.88½ .88½	9	54	{ 5 5
Boston:								
Machinists (Union A),	{ .30- .38	2.70- 3.42	16.20- 20.52	.45- .57	.45- .57	9	54	—
Machinists (Union B), . . . . .	.38½	3.50	21.00	.58½	.77½	9	50	12
Machinists (Hyde Park), . . . . .	.28	2.52	15.12	.42	.42	9	54	3
Machinists (Union D), . . . . .	.34½	3.11	18.29	.48	.48	9	53	—
Machinists' helpers,	{ .20- .28½	1.80- 2.57	10.80- 15.39	.30- .42½	.30- .42½	9	53	—
Specialists, . . . . .	.33½	3.00	18.00	.50	.66½	9	50	12

¹ Minimum wage for all women employees outside of those mentioned is \$1.35 a day or \$8.10 a week.

² Minimum.

³ Paid for 54 hours.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Machinists — Con.								
Boston — Con.								
Tool and die makers, . . .	\$0.44½	\$4.00	{ \$22.22 24.00	\$0.66½	\$0.88½	9	{ 50 54	12 5
Tool makers, . . .	{ .36- .48	{ 3.24- 4.32	{ 19.44- 25.92	{ .54- .72	{ .54- .72	{ 9	{ 54	-
Brockton, . . .	.33½	3.00	18.00	.50	.66½	9	54	-
Chicopee, . . .	{ .33½ .40	{ 3.00 3.60	{ 18.00- 21.60	{ .41½ .50	{ .55½ .60	{ 9	{ 54	1 6
Holyoke, . . .	.27½	2.50	15.00	.55½	.55½	9	54	-
Lawrence (Union A), . . .	.25	2.25	13.50	.37½	.37½	9½	54	12
Lawrence (Union B), . . .	.24½	2.41	13.40	.31	.31	9¼	54	12
Lynn (Union A), . . .	.38½	3.50	19.45	.58½	.77½	9	50	12
Lynn (Union B), . . .	.30	3.00	16.20	-	-	10	54	12
Montague, . . .	.27½	2.50	15.00	-	-	9	54	-
New Bedford, . . .	.26½	2.63	14.50	{ .33½ .40½	{ .33½ .40½	{ 9½	{ 54	12
Springfield, . . .	{ .33- .37½	{ 2.97- 3.75	{ 18.15- 20.63	{ .33- .37½	{ .33- .37½	{ 9	{ 55	{ - 12
Taunton, . . .	.25	2.50	13.75	.25	.25	10	55	12
Waltham, . . .	{ .30- .32½ .32½	{ 3.00- 3.25 3.25	{ 16.50- 17.88 17.88	{ .45- .48½ .48½	{ .45- .48½ .48½	{ 10	{ 55	12
Waltham (toolmakers), . . .	.44	4.40	24.20	.66	-	10	55	12
Worcester (Union A), . . .	.27½	2.75	15.13	-	-	10	55	12
Worcester (Union B), . . .	{ .30½ .37½	{ 2.75- 3.38	{ 16.17- 19.88	{ .45½- .56½	{ .45½- .56½	{ 9	{ 53	2
Mailers — Newspaper.								
Boston, . . .	.45	3.15	18.90	.52½	1.05	7	42	-
Marble Cutters and Setters.								
Boston, . . .	.56½	4.50	24.75	.84½	1.12½	8	44	12
Marble Workers.								
Boston (Union A), . . .	.30	2.40	13.20	.45	.60	8	44	12
Boston (Masons Union B), . . .	.45	3.60	19.80	.67½	.67½	8	44	12
Boston (helpers), . . .	.28½	2.30	12.65	.43½	.43½	8	44	12
Metal Polishers, Buffers, and Platers.								
<i>Buffers.</i>								
Amesbury, . . .	.36½	3.25	19.50	.54½	.54½	9	54	-
Atbol, . . .	{ .34 .38	{ 3.06 3.42	{ 17.00 19.00	{ - -	{ - -	{ 9	{ 50	12
Boston, . . .	.39	3.51	19.50	.58½	-	9	50	12
Lowell, . . .	.27½	2.71	15.00	.34½	.41½	9¼	54	12
Springfield, . . .	.33½	3.00	18.00	.50	.66½	9	54	4
Taunton, . . .	.29½	2.65	15.90	-	-	9	54	-
Westfield, . . .	.40	3.60	21.60	-	-	9	54	3
Worcester, . . .	.30	3.00	16.50	-	-	10	55	12

¹ Make up time by working 10 hours on 4 days of week.

² Average.

³ Make up time by working 10 hours on 5 days of week.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Metal Polishers, Buffers, and Platers — Con.								
<i>Metal Polishers.</i>								
Amebury,	\$0.36½	\$3.25	\$19.50	\$0.54½	\$0.54½	9	54	-
Ashburnham:								
Assemblers,	{ .18½	1.64	9.00	.28½	1-	8½	48	12
Grinders,	{ .21½	1.91	10.50	.32½	1-	8½	48	12
Micrometer,	{ .31½	2.73	15.00	.46½	1-	8½	48	12
Polishers,	{ .31½	2.73	15.00	.46½	1-	8½	48	12
Straighteners,	{ .34½	3.01	16.50	.51½	1-	8½	48	12
Athol,	{ .31½	2.73	15.00	.46½	1-	8½	48	12
Boston:	{ .34	3.06	17.00	.46½	1-	9	50	12
Brass workers,	{ .38	3.42	19.00	-	-	9	50	12
Polishers, . . . . .	.39	3.51	19.50	.58½	-	9	50	12
Silver workers, . . . . .	.39	3.51	19.50	.58½	-	9	50	12
Lowell, . . . . .	.39	3.51	19.50	.58½	-	9	50	12
Montague (heavy), . . . . .	.27½	2.71	15.00	.34½	.41½	9½	54	12
Montague (light), . . . . .	.33½	3.00	18.00	1-	1-	9	54	-
Northampton, . . . . .	.32½	-	17.50	1-	1-	9	54	-
Orange,	{ 2.50	15.00	1-	1-	9	54	4	
Springfield,	{ 3.00	18.00	1-	1-	9	54	4	
Taunton,	{ 2.50	15.00	1-	1-	9	54	4	
Westfield,	{ 2.80	16.80	1-	1-	9	54	3	
Worcester,	{ 3.00	18.00	1-	1-	9	54	12	
Worcester (apprentices),	{ 2.20	13.20	1-	1-	10	55	12	
<i>Platers.</i>								
Boston, . . . . .	.42	3.78	21.00	.63	-	9	50	12
Lowell, . . . . .	.27½	2.71	15.00	.34½	.41½	9½	54	12
Springfield,	{ .38½	3.50	21.00	-	-	9	54	4
Taunton,	{ .44½	4.00	24.00	-	-	9	54	-
<i>Meter Repairers — Gas.</i>								
Boston, . . . . .	.31½	3.16	17.40	1-	1-	10	55	12
<i>Molders.</i>								
<i>Brass Molders.</i>								
Boston, . . . . .	.38½	3.50	21.00	.58½	.77½	9	54	3
Wakefield, . . . . .	.38½	3.50	21.00	-	-	9	54	-
<i>Coremakers.</i>								
Boston (brass), . . . . .	.38½	3.50	21.00	.58½	.77½	9	54	3
Boston, . . . . .	.38½	3.50	21.00	.58½	.77½	9	54	-
Chelsea, . . . . .	.38½	3.50	21.00	.58½	.77½	9	54	-
Fitchburg, . . . . .	.30½	2.75	16.50	.30½	.30½	9	54	-
Gardner, . . . . .	.33½	3.00	18.00	.33½	.33½	9	54	-
Holyoke, . . . . .	.35	3.15	18.90	.52½	.70	9	54	-
Lawrence, . . . . .	.33½	3.17	18.00	.50	.66½	9½	54	12
Montague,	{ .30½	2.75	16.50	.45½	.61½	9	54	-
	{ .35	3.15	18.90	.52½	.70	9	54	-

1 No work.

2 Piece hands average \$3 a day; day hands receive \$2.50.

3 Make up time by working 10 hours on 5 days of week.

4 Piece rates.

5 In some cases.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Molders — Con.								
Newburyport,	\$0.33½	\$3.17	\$18.00	\$0.50	\$0.66½	9½	54	12
Pittsfield,	-	{ 2.75— 3.00	{ 16.50— 18.00	{ 1—	{ 1—	10	55	-
Plymouth, . . . . .	.80½	2.75	16.50	.45½	.61½	9	54	-
Springfield, . . . . .	.84½	3.10	18.60	.51½	.68½	9	54	* 2-4
Westfield, . . . . .	.81	3.10	18.60	.51	.68	10	60	-
Worcester, . . . . .	.86½	3.28	19.68	.54½	.72½	9	54	-
Iron Molders.								
Boston, . . . . .	.88½	3.50	21.00	.58½	.77½	9	54	3
Chicopee, . . . . .	.80½	3.25	19.50	-	-	9	54	-
Fall River, . . . . .	.83½	3.00	18.00	-	-	9	54	-
Fitchburg, . . . . .	.83½	3.00	18.00	.33½	.33½	9	54	-
Foxborough, . . . . .	.83½	3.00	18.00	-	-	9	54	-
Holyoke, . . . . .	.86½	3.25	19.50	.54½	.72½	9	54	-
Montague,	{ .27½ .35	{ 2.50— 3.15	{ 15.00— 18.90	{ .41½ .52½	{ .55½ .70	{ 9	{ 54	{ -
New Bedford, . . . . .	.27½	2.50	15.00	-	.41½	9	54	-
Newburyport, . . . . .	.35½	3.00	18.00	-	.50	9½	54	12
North Adams, . . . . .	.36½	3.25	19.50	.54½	.72½	9½	54	-
Northampton, . . . . .	.27½	2.50	15.00	-	-	9	54	-
Orange, . . . . .	.33½	3.00	18.00	.50—	.66½	9	54	-
Plymouth, . . . . .	.36½	3.25	19.50	.54½	.72½	9	54	-
Springfield, . . . . .	.30½	2.75	16.50	-	-	9	54	-
Waltham, . . . . .	.38½	3.45	20.70	.57½	.76½	9	54	-
Westfield, . . . . .	.35½	3.21	19.25	.53½	.71½	9	54	-
Worcester, . . . . .	.38½	3.50	21.00	-	-	9	54	-
Waltham, . . . . .	.36½	3.25	19.50	.54½	.72½	9	54	-
Westfield, . . . . .	.32½	3.25	19.50	.32½	.32½	10	60	-
Worcester, . . . . .	.36½	3.25	19.50	.54½	.72½	9	54	-
Molders, n. s.								
Gardner, . . . . .	.33½	3.00	18.00	.33½	.33½	9	54	-
Gardner (stove), . . . . .	.44½	* 4.00	24.00	-	-	9	54	-
Lawrence, . . . . .	.36½	3.25	19.50	.54½	.72½	9½	54	12
Lowell, . . . . .	.33½	3.00	18.00	.50	.66½	9	54	-
Pittsfield,	-	3.00	18.00	-	-	-	55	-
Springfield, . . . . .	.36½	3.25	19.50	.54½	.72½	9	54	* 2-4
Taunton (machine shops), . . . . .	.33½	* 3.00	18.00	-	-	9	54	-
Taunton (stove shops), . . . . .	.38	* 3.42	20.52	-	-	9	54	-
Moving Picture Operators.								
<i>(See Theatrical Stage Em- ployees.)</i>								
Municipal Employees.								
Ashmen.								
New Bedford, . . . . .	.31½	2.50	15.00	-	-	8½	48	12
Attendants.								
Boston (Bath dept.), . . . . .	.31½	2.50	15.00	-	-	8	48	6
Blacksmiths.								
Lowell, . . . . .	.31½	2.50	15.00	-	.62½	8	48	-
New Bedford, . . . . .	.37½	3.00	18.00	-	-	8½	48	12
Newton, . . . . .	.37½	3.00	18.00	-	-	8	48	2
Blacksmiths' Helpers.								
New Bedford, . . . . .	.34½	2.75	16.50	-	-	8½	48	12

* Time and one-quarter.

* Make up time on 5 days of week.

* Piece rates; average wage.

* Minimum.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Municipal Employees — Con.								
<i>Bricklayers.</i>								
New Bedford,	\$0.34½	\$2.75	\$16.50	-	-	8½	48	12
<i>Captains — Ferry.</i>								
Boston,	.52½	4.22	25.31	-	-	8	48	-
<i>Carpenters.</i>								
Boston (Bath dept.),	.34½	2.75	16.50	-	-	8	48	6
New Bedford,	.37½	3.00	18.00	-	-	8½	48	12
Newton,	.37½	3.00	18.00	-	-	8	48	2
<i>Cement Workers.</i>								
New Bedford,	.31½	2.50	15.00	-	-	8½	48	12
<i>Concrete Mixers.</i>								
Cambridge,	.34½	2.50	15.00	-	-	8	44	12
<i>Curb Setters.</i>								
New Bedford,	.37½	3.00	18.00	-	-	8½	48	12
<i>Custodians.</i>								
Boston (Bath dept.),	.37½	3.00	18.00	-	-	8	48	6
<i>Deckmen — Ferry.</i>								
Boston,	-	-	16.11	-	-	8	48	-
<i>Derrickmen.</i>								
New Bedford,	.31½	2.50	15.00	-	-	8½	48	12
<i>Draughtsmen.</i>								
Boston,	.41	3.29	23.01	\$0.41	\$0.41	8	56	-
Boston (first assistant),	.34½	2.74	19.17	.34½	.34½	8	56	-
Boston (second assistant),	.30½	2.46	17.25	.30½	.30½	8	56	-
<i>Drillmen.</i>								
New Bedford,	.34½	2.75	16.50	-	-	8½	48	12
<i>Firemen.</i>								
New Bedford,	.31½	2.50	15.00	-	-	8½	48	12
<i>Foremen.</i>								
Boston (Paving dept.),	.52½	4.19	23.01	.78½	.78½	8	44	12
Newton,	.40½	3.25	19.50	-	-	8	48	2
Winchester,	.31½	2.50	15.00	.31½	.31½	8	48	3
<i>Galemen — Ferry.</i>								
Boston,	.38½	3.07	18.41	-	-	8	48	-
<i>Inspectors.</i>								
Boston (sanitary and street cleaning),	.43½	3.50	19.25	.43½	1.43½ .87½	8	44	12
Boston (street and water),	.37½	3.00	16.50	.37½	1.37½ .75	8	44	12
<i>Janitors.</i>								
Springfield,	-	{ 2.67- 3.67 }	{ 16.00- 22.00 }	-	-	8	48	12
<i>Laborers.</i>								
Boston,	.31½	2.50	13.75	.31½	.46½	8	44	12
Boston (Bath. dept.),	.31½	2.50	15.00	-	-	8	48	6

¹ On Sunday regular rate; on holidays double time.

² According to size of building.

³ No work.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Municipal Employees — Con.								
<i>Laborers — Con.</i>								
Boston (Cemetery dept.), . . .	\$0.31½	\$2.50	\$13.75	—	—	8	44	12
Boston (Highway dept.), . . .	.31½	2.50	13.75	\$0.31½	\$0.62½	8	44	12
Boston (Park dept.), . . .	.31½	2.50	13.75	1—	1—	8	44	12
Boston (Paving dept.), . . .	.31½	2.50	13.75	1—	.46½	8	44	12
Boston (Public grounds dept.), . . .	.31½	2.50	13.75	1—	1—	8	44	12
Boston (sanitary and street cleaning), . . .	.31½	2.50	13.75	—	—	8	44	12
Boston (sewer workers), . . .	.31½	2.50	13.75	.46½	.46½	8	44	12
Boston (water workers), . . .	.31½	2.50	13.75	{ .46½ }	.46½	8	44	12
Brookline, . . .	.28½	2.25	13.50	.28½	.28½	8	48	4
Cambridge, . . .	.28½	2.25	12.38	—	—	8	44	12
Chelsea, . . .	.29½	2.37½	14.25	1—	.29½	8	48	—
Fall River, . . .	.28½	2.25	13.50	.28½	.28½	8½	48	12
Lowell, . . .	.25	2.00	12.00	{ .50 }	.50	8	48	—
Lynn, . . .	.28½	2.25	13.50	—	.50½	8	48	—
Malden, . . .	.31½	2.50	15.00	—	—	8	48	5
Nahant, . . .	.28½	2.25	13.50	1—	1—	8	48	5
New Bedford, . . .	.31½	2.50	15.00	.62½	.62½	8	48	6
New Bedford (paving), . . .	.28½	2.25	13.50	—	—	8½	48	12
Newton, . . .	.31½	2.50	15.00	—	—	8½	48	12
Somerville, . . .	.25	2.00	12.00	—	—	8	48	2
Winchester, . . .	.26½	2.15	12.90	.26½	.26½	8	48	5
Worcester, . . .	.28½	2.25	13.50	.28½	.28½	8	48	3
Worcester, . . .	.20	1.60	9.60	.20	.20	8	48	—
<i>Ledgemen.</i>								
New Bedford, . . .	.31½	2.50	15.00	—	—	8½	48	12
<i>Locksmiths.</i>								
Boston (Bath dept.), . . .	.24½	2.75	16.50	—	—	8	48	6
<i>Painters.</i>								
Boston, . . .	.31½	2.50	15.00	—	—	8	48	6
New Bedford, . . .	.37½	3.00	18.00	—	—	8½	48	12
<i>Pavers and Rammermen.</i>								
Boston (Highway dept.), . . .	.37½	3.00	16.50	.37½	.75	8	44	12
New Bedford (block), . . .	.37½	3.00	18.00	—	—	8½	48	12
New Bedford (cobble), . . .	.34½	2.75	16.50	—	—	8½	48	12
<i>Pipe Layers.</i>								
New Bedford, . . .	.34½	2.75	16.50	—	—	8½	48	12
<i>Quartermasters — Ferry.</i>								
Boston, . . .	.36	2.88	17.25	—	—	8	48	—
<i>Road Rollers.</i>								
New Bedford, . . .	.43½	3.50	21.00	—	—	8½	48	12
<i>Sewer Sheathers.</i>								
New Bedford, . . .	.34½	2.75	16.50	—	—	8½	48	12
<i>Stablemen.</i>								
Boston, . . .	.34½	2.75	15.13	.34½	.51½	8	44	12
Cambridge, . . .	.31½	2.50	15.00	—	—	8	48	—
New Bedford, . . .	.31½	2.50	15.00	—	—	8½	48	12
Winchester, . . .	.28½	2.25	13.50	.28½	.28½	8	48	3
<i>Steam Drillers.</i>								
Lowell, . . .	.31½	2.50	15.00	—	.62½	8	48	—
New Bedford, . . .	.37½	3.00	18.00	—	—	8½	48	12

¹ No work.

² Time and one-half to 12 P.M.; double time thereafter.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Municipal Employees — Con.								
<i>Stone Cutters.</i>								
Boston (Highway dept.),	\$0.37½	\$3.00	\$16.50	\$0.37½	\$0.75	8	44	12
<i>Stone Workers.</i>								
New Bedford,	.34½	2.75	16.50	-	-	8½	48	12
<i>Teamsters.</i>								
Boston:								
Highway Dept.,	.31¼	2.50	13.75	.31¼	.62½	8	44	12
Machine drivers,	.34½	2.75	15.13	.34½	.68½	8	44	12
One-horse drivers,	.34½	2.75	15.13	.34½	.51½	8	44	12
Sanitary and street cleaning drivers,	.31¼	2.50	13.75	.31¼	.46½	8	44	12
Brockton,	.31¼	2.50	15.00	.30	-	8	48	3
Lowell,	.28½	2.25	13.50	-	-	9	48	12
Lynn,	.31¼	2.50	15.00	-	-	8	48	-
Malden,	.29½	2.38	14.25	.44½	.59½	8	48	5
New Bedford,	.31¼	2.50	15.00	-	-	8½	48	12
Newton,	.28½	2.25	13.50	-	-	8	48	2
Somerville,	.28½	2.25	13.50	.28½	.28½	8	48	5
Winchester,	.28½	2.25	13.50	.28½	.28½	8	48	3
<i>Trenchmen.</i>								
New Bedford,	.31¼	2.50	15.00	-	-	8½	48	12
<i>Water Department Filers.</i>								
Nahant,	.37½	3.00	18.00	.75	.75	8	48	6

OCCUPATIONS.	RATES OF WAGES				HOURS OF LABOR	
	First Class	Second Class	Third Class	Fourth Class	Full Day	Full Week ²
Navy Yard Employees, Boston.¹						
Block makers,	\$3.12	\$2.88	\$2.64	\$2.40	8	48
Boat builders,	3.60	3.36	3.12	2.88	8	48
Boilermakers,	3.76	3.52	3.28	3.04	8	48
Boilermakers' helpers,	2.40	2.08	1.84	1.60	8	48
Box makers,	3.12	2.88	2.64	2.40	8	48
Boys,	1.60	1.36	1.12	.88	8	48
Cabinet makers,	3.84	3.60	3.36	3.12	8	48
Calkers, wood,	3.52	3.28	3.04	2.80	8	48
Calkers and chippers, iron,	3.36	3.12	2.88	2.64	8	48
Carpenters,	4.00	3.76	3.52	3.28	8	48
Cement finishers,	4.00	3.76	3.52	3.28	8	48
Chain makers,	4.08	3.60	3.36	3.12	8	48
Chain makers' helpers,	2.40	2.08	1.84	1.60	8	48
Concrete workers,	2.56	2.40	2.16	1.84	8	48
Coopers,	3.12	2.88	2.64	2.40	8	48
Coppersmiths,	4.00	3.76	3.52	3.28	8	48

¹ No work.² During the summer the 44-hour week is in effect.³ Abstract from Annual Schedule of Wages for the year ending December 31, 1913, for employees of the U. S. Navy Yard, Boston.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS.	RATES OF WAGES				HOURS OF LABOR	
	First Class	Second Class	Third Class	Fourth Class	Full Day	Full Week
Navy Yard Employees, Boston — Con.						
Coppersmiths' helpers,	\$2.24	\$2.00	\$1.76	\$1.52	8	48
Coremakers,	3.36	3.12	2.88	2.64	8	48
Die sinkers,	5.04	4.80	4.56	4.32	8	48
Dispensary attendants,	2.24	2.00	—	—	8	48
Divers,	6.08	—	—	—	8	48
Drillers,	3.04	2.80	2.56	2.32	8	48
Electricians,	4.80	—	—	—	8	48
Electricians' helpers,	2.48	2.24	2.00	1.76	8	48
Electroplaters,	3.60	3.36	3.12	2.88	8	48
Engine tenders,	3.52	3.28	3.04	2.80	8	48
Engine tenders (locomotive),	3.84	3.60	3.36	3.12	8	48
Fasteners,	3.36	3.12	2.88	2.64	8	48
Firemen,	2.88	2.64	2.40	2.16	8	48
Flange turners,	4.08	3.84	3.60	3.36	8	48
Forgers, heavy,	4.64	4.40	4.08	3.84	8	48
Galvanizers,	3.28	3.04	2.80	2.56	8	48
Gardeners,	3.12	2.88	2.64	2.40	8	48
Hammer runners,	3.12	2.88	2.64	2.40	8	48
Hesters, furnace,	4.88	4.08	3.60	3.12	8	48
Helpers, general,	2.24	2.00	1.76	1.52	8	48
Hod carriers,	2.80	2.56	2.24	2.00	8	48
Holders on,	2.40	2.16	1.92	1.68	8	48
Janitors,	2.32	2.08	1.84	1.60	8	48
Joiners, ship,	4.00	3.76	3.52	3.28	8	48
Laboratories' helpers,	2.48	—	—	—	8	48
Laborers, common,	2.24	2.00	1.76	1.52	8	48
Machinists,	3.76	3.52	3.28	3.04	8	48
Machinists' helpers,	2.40	2.08	1.84	1.60	8	48
Masons, brick,	5.20	4.96	4.72	4.48	8	48
Masons, stone,	5.20	4.96	4.72	4.48	8	48
Melters,	3.12	2.88	2.64	2.40	8	48
Millmen,	3.20	3.04	2.80	2.56	8	48
Millwrights,	4.08	3.80	3.56	3.12	8	48
Molders, green sand, iron or brass,	3.76	3.52	3.28	3.04	8	48
Molders, loam,	4.00	3.76	3.52	3.28	8	48
Molders, steel,	3.52	3.28	3.04	2.80	8	48
Molders' helpers,	2.24	2.00	1.76	1.52	8	48
Oakum spinners,	2.64	2.40	2.08	1.84	8	48
Ordinance men,	3.36	3.12	2.88	2.64	8	48
Ordinance helpers,	2.24	2.00	1.76	1.52	8	48
Packers,	2.64	2.40	2.32	2.08	8	48
Painters,	3.60	3.36	3.12	2.88	8	48
Painters' helpers,	2.24	2.00	1.76	1.52	8	48
Pattern makers,	4.00	3.76	3.52	3.28	8	48
Pavers,	4.08	3.60	3.36	3.12	8	48
Pipefitters,	4.00	3.76	3.52	3.28	8	48
Plasterers,	5.20	4.96	4.72	4.48	8	48
Plumbers, house,	4.40	4.16	3.92	3.68	8	48
Plumbers, ship,	4.40	4.16	3.92	3.68	8	48
Plumbers' helpers,	2.24	2.00	1.76	1.52	8	48
Pressmen,	4.00	2.88	2.64	2.40	8	48
Punchers and shears,	2.88	2.64	2.40	2.16	8	48
Riggers,	3.52	3.28	3.04	2.80	8	48
Riggers' helpers,	2.24	2.00	1.76	1.52	8	48
Riveters,	3.36	3.12	2.88	2.64	8	48
Rivet heaters (boys),	1.60	1.36	1.12	.88	8	48
Roofers,	4.00	3.76	3.52	3.28	8	48
Rope makers,	3.12	2.88	2.64	2.40	8	48
Rope makers, wire,	3.12	2.88	2.64	2.40	8	48
Rope makers' helpers,	2.24	2.00	1.76	1.52	8	48
Sail makers,	3.52	3.28	3.04	2.80	8	48
Sand blasters,	2.80	2.56	—	—	8	48
Saw filers,	1.32	3.28	3.04	2.80	8	48
Sheet metal workers,	4.00	3.76	3.52	3.28	8	48
Ship fitters,	3.76	3.52	3.28	3.04	8	48

¹ One additional class receives \$4 a day.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS.	RATES OF WAGES				HOURS OF LABOR	
	First Class	Second Class	Third Class	Fourth Class	Full Day	Full Week
Navy Yard Employees, Boston — Con.						
Ship fitters' helpers,	\$2.24	\$2.00	\$1.76	\$1.52	8	48
Ship keepers,	2.24	2.00	1.76	1.52	8	48
Shipwrights,	3.76	3.52	3.28	3.04	8	48
Smiths,	3.76	3.52	3.28	3.04	8	48
Smiths' helpers,	2.40	2.24	2.00	1.76	8	48
Sparmakers,	3.52	3.28	3.04	2.80	8	48
Stable keepers,	2.40	2.08	1.84	1.60	8	48
Stone cutters,	3.36	3.12	2.88	2.64	8	48
Teamsters,	2.48	2.24	2.00	1.76	8	48
Tool dressers,	3.52	3.28	3.04	2.80	8	48
Tool makers, machine,	4.00	3.76	3.52	3.28	8	48
Trackmen,	2.40	2.16	1.92	1.68	8	48
Upholsterers,	3.76	3.52	3.28	3.04	8	48
Varnishers and polishers,	3.68	3.44	3.20	2.96	8	48
Welders, acetylene,	3.28	3.04	2.80	2.56	8	48
Wharf builders,	3.52	3.28	3.04	2.80	8	48
Wheelwrights,	3.20	3.12	2.88	2.64	8	48
Wiremen,	4.40	4.00	3.60	3.20	8	48
Woodworkers' helpers,	2.24	2.00	1.76	1.52	8	48

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Newspaper Wagon Drivers. (See Teamsters.)								
Painters, House.								
Attleborough,	¹ \$0.41	\$3.28	\$18.04	\$0.61½	\$0.82	8	44	12
Beverly, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Boston (Hebrew union), . . . . .	.46	3.68	20.24	.92	—	8	44	12
Boston (Union B), . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Boston (Hyde Park), . . . . .	.46	3.68	20.24	.92	—	8	44	12
Brookton, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Brookline, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Chelsea, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Chicopee, . . . . .	.45½	3.64	20.02	.68½	.91	8	44	12
Clinton, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Concord, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Danvers, . . . . .	.38	3.04	16.72	.57	.75	8	44	12
Easton, . . . . .	.38	3.04	16.72	.76	.76	8	44	12
Fall River, . . . . .	.37½	3.00	16.50	.56½	.75	8	44	12
Fitchburg, . . . . .	.35	2.80	16.80	.52½	.70	8	48	—
Framingham, . . . . .	.40	¹ 3.20	17.60	.60	.80	8	44	12
Gloucester, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Great Barrington, . . . . .	.40½	3.25	19.50	.61	.81½	8	48	—
Haverhill, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	—
Hingham, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12

¹ Minimum.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Painters, House — Con.								
Holyoke,	\$0.45½	\$3.64	\$20.02	\$0.68½	\$0.91	8	44	12
Lawrence, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Lenox, . . . . .	.46	3.68	20.24	.89	—	8	44	12
Lynn, . . . . .	.45	3.60	19.80	.90	.90	8	44	12
Malden, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Manchester, . . . . .	.45	3.60	19.80	—	—	8	44	12
Marblehead, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Marlborough, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Medford, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Milford, . . . . .	.38	3.04	18.24	.57	.76	8	48	—
New Bedford, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	—
Newburyport, . . . . .	.36	2.88	17.28	.54	.72	8	48	—
Newton, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
North Adams, . . . . .	.37½	3.00	16.50	.56½	.75	8	44	12
Northampton, . . . . .	.40	3.20	19.20	.60	.60	8	48	—
Norwood, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Pittsfield, . . . . .	.44½	3.56	19.58	.89	.89	8	44	12
Quincy, . . . . .	.45½	3.65	20.08	.68½	.91½	8	44	12
Rockland, . . . . .	.34½	2.75	16.50	.51½	.68½	8	48	—
Salem, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Somerville, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Southbridge, . . . . .	.28½	2.25	13.50	.28½	.28½	8	48	—
Springfield,	1.45½	3.64	20.02	.68½	.91	8	44	12
Taunton, . . . . .	.38½	3.08	16.94	.57½	.77	8	44	12
Ware, . . . . .	.31½	2.50	15.00	.46½	.62½	8	48	—
Webster, . . . . .	.31½	2.50	15.00	.46½	.62½	8	48	—
Wellesley, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Westborough, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	—
Westfield, . . . . .	.45½	3.64	20.02	.68½	.91	8	44	12
Williamstown, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	—
Worcester, . . . . .	.45½	3.64	20.02	.68½	.91	8	44	12
Grainers.								
Fall River, . . . . .	.42	3.36	18.48	.63	.84	8	44	12
Hardwood Finishers.								
Boston, . . . . .	.39½	3.34	18.50	.78½	.78½	8½	47	12
Painters, Ship.								
Boston, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Painters, Sign.								
Boston (Union B), . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Boston (East Boston), . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Glocester, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Pittsfield, . . . . .	.44½	3.56	19.58	.89	.89	8	44	12
Paperhangers.								
Attleborough,	1.41	3.28	18.04	.61½	.82	8	44	12
Boston (Hebrew), . . . . .	.46	3.68	20.24	.92	—	8	44	12
Boston (Union A),	1.46	—	—	—	—	8	44	12
Boston (East Boston), . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Boston (Hyde Park), . . . . .	.46	3.68	20.24	.92	—	8	44	12
Brookton, . . . . .	.456	4.48	24.64	.84	1.12	8	44	12
Chicopee, . . . . .	.45½	3.64	20.02	.68½	.91	8	44	12
	.50	4.00	22.00	.75	1.00	8	44	12

1 Minimum.

2 Piece rates.

3 Double time.

4 Also piece rates.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Paperhangers — Con.								
Clinton,	\$0.41	\$3.28	\$18.04	\$0.61½	\$0.82	8	44	12
Concord, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Danvers, . . . . .	.38	3.04	16.72	.57	.77	8	44	12
Frammingham, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Gloucester, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Great Barrington, . . . . .	.40½	3.25	19.50	.61	.81½	8	48	—
Holyoke, . . . . .	.45½	3.64	20.02	.68½	.91	8	44	12
Lawrence, . . . . .	.43½	3.48	19.14	.65½	.87	8	44	12
Lynn, . . . . .	.45	3.60	19.80	.90	.90	8	44	12
Marblehead, . . . . .	.41	3.28	18.64	.61½	.82	8	44	12
Marlborough, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Milford, . . . . .	.38	3.04	18.24	.57	.76	8	48	—
North Adams, . . . . .	.37½	3.00	16.50	.56½	.75	8	44	12
Norwood, . . . . .	.41	3.28	18.04	.82	.82	8	44	12
Pittsfield, . . . . .	.44½	3.56	19.58	.89	.89	8	44	12
Rockland, . . . . .	.34½	2.75	16.50	.51½	.68½	8	48	—
Salem, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Southbridge, . . . . .	.28½	2.25	13.50	.28½	.28½	8	48	—
Springfield,	1.45½	3.64	20.02	.68½	.91	8	44	12
Taunton, . . . . .	.38½	3.08	16.94	.57½	.77	8	44	12
Webster, . . . . .	.31½	2.50	15.00	.46½	.46½	8	48	—
Paper Makers.								
Backenders.								
Hardwick, . . . . .	.23½	1.90	11.40	.23½	1.21½	8	48	—
Holyoke, . . . . .	.21½	1.75	10.50	.21½	.21½	8	48	—
Huntington, . . . . .	.28½	2.25	13.50	.30	.30	10	60	—
West Springfield, . . . . .	.20	2.00	12.00	.30	.30	8	48	—
West Springfield, . . . . .	.23½	1.85	11.10	.23½	.23½	8	48	—
Beatermen.								
Fitchburg, . . . . .	.25-	2.00-	12.00-	.25-	.50-	8	48	—
Hardwick, . . . . .	.37½	3.00	18.00	.37½	.75	8	48	—
Holyoke, . . . . .	.28½	2.25	13.50	.28½	.28½	8	48	—
Holyoke, . . . . .	.37½	3.00-	18.00-	.37½	.37½	8	48	—
West Springfield, . . . . .	.46½	3.75	22.50	.43½	.43½	8	48	—
West Springfield, . . . . .	.43½	3.50	21.00	.43½	.43½	8	48	—
Beatermen's Helpers.								
Fitchburg, . . . . .	.20½	1.65	9.90	.20½	.41½	8	48	—
Hardwick, . . . . .	.23½	1.85	11.10	.23½	.46½	8	48	—
Holyoke, . . . . .	.20½	1.65	9.90	.20½	.20½	8	48	—
Holyoke, . . . . .	.21½	1.75-	10.50-	.21½	.21½	8	48	—
West Springfield, . . . . .	.25	2.00	12.00	.25	.25	8	48	—
West Springfield, . . . . .	.21½	1.75	10.50	.21½	.21½	8	48	—
Calendermen.								
Holyoke, . . . . .	.24½	1.95	11.70	.24½	.24½	8	48	—
Holyoke, . . . . .	.25	2.00	12.00	.25	.25	8	48	—
Holyoke, . . . . .	.28½	2.25	13.50	.28½	.28½	8	48	—
Calendermen's Helpers.								
Holyoke, . . . . .	.18½-	1.50-	9.00-	.18½-	.18½-	8	48	—
Holyoke, . . . . .	.20½	1.65	9.90	.20½	.20½	8	48	—
Counters.								
Holyoke, . . . . .	.19½	1.75	10.50	.38½	.38½	9	54	—
Holyoke, . . . . .	.22½	2.00	12.00	.44½	.44½	9	54	—
Holyoke, . . . . .	.25	2.25	13.50	.50	.50	9	54	—
Cutters.								
Hardwick, . . . . .	.22½	2.00	12.00	.33½	.33½	9	54	—
Cutters' Helpers.								
Holyoke, . . . . .	.15-	1.35-	8.10-	.15-	.15-	9	54	—
Holyoke, . . . . .	.20	1.80	10.80	.20	.20	9	54	—

¹ Minimum.

² No work.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Paper Makers — Con. Finishers.								
Fitchburg,	{ \$0.22½	\$2.00-	\$12.00-	\$0.22½	\$0.44½	9	54	-
Hardwick,	{ .27½	2.50	15.00	.27½	.55½	9	54	-
	.22½	2.00	12.00	.33½	.33½			
Helpers — General.								
Hardwick, . . . . .	.18½	1.65	9.90	.27½	.27½	9	54	-
Loftmen.								
Holyoke, . . . . .	.22½	2.00	12.00	-	-	9	54	-
Machine Tenders.								
Fitchburg,	{ .37½	3.00-	18.00-	.37½	.75-	8	48	-
Hardwick,	{ .43½	3.50	21.00	.43½	.87½	8	48	-
Holyoke,	{ .37½	3.00	18.00	.37½	1-	8	48	-
Huntington,	{ .46½	3.75	22.50	1-	.37½	8	48	-
West Springfield,	{ .40	4.00	24.00	.60	.60	10	60	-
	.43½	3.50	21.00	.43½	.43½	8	48	-
Machine Tenders' Helpers.								
Fitchburg,	{ .18½	1.50-	9.00-	.18½	.37½	8	48	-
	.25	2.00	12.00	.25	.50			
Packers and Shippers.								
Holyoke,	{ .18½	1.65	9.90	.38½		9	54	-
	.19½	1.75	10.50	.38½				
	.22½	2.00	12.00	.44½				
Pulp, Sulphite, and Paper Mill Workers.								
Northampton:								
Millmen,	{ .30	1.60	9.60	.30	.30	8	48	-
	.33½	2.70	16.20	.50½	.50½			
Repairmen,	{ .17½	1.60-	9.60-	.26½	.26½	9	54	-
	.36½	3.25	19.50	.54½	.54½			
Wood room,	{ .17½	1.60	9.60	.26½	.26½	9	54	-
Wood yard,	{ .17½	1.60-	9.60-	.26½	.26½	9	54	-
	.21½	1.90	11.40	.31½	.31½			
Sealers.								
Holyoke,	{ .21½	1.90-	11.40-	.42½	-	9	54	-
	.23½	2.00	12.00	.44½				
Third Hands.								
Hardwick, . . . . .	.20½	1.65	9.90	.20½	1-	8	48	-
Holyoke,	{ .20½	1.65	9.90	1-	.20½	8	48	-
	.21½	1.75	10.50		.21½			
Washermen.								
Holyoke,	{ .25-	2.00-	12.00-	1-	.25-	8	48	-
	.26½	2.25	13.50		.26½			
Pattern Makers.								
Boston ¹ (Union A), . . . . .	.45	4.05	{ 22.50	.67½	.90	9	{ 50	12
			24.30				54	-
Boston (Union B),	{ .39-	3.51-	21.06-	.58½	.58½	9	54	-
	.47	4.23	25.38	.70½	.70½			
Fitchburg,	{ .38-	3.61-	20.52-	.57-	.76-	9½	54	
	.40	4.00	22.00	.60	.80	10	55	12
Lawrence,	{ .32-	3.22-	17.82-	.49½	.66-	9½	54	12
	.42	4.10	22.68	.63	.84			
Pittsfield, . . . . .	.41	4.10	22.55	.51	.51	10	55	12

¹ No work.² Includes also Lawrence, Lowell, Lynn, and Quincy.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Pattern Makers — Con.								
Springfield,	\$0.35- .44½	\$3.15- 4.45	\$18.90- 26.26	\$0.52½- .66½	- -	9 10	54 59	3 6
Worcester (Union A), . . .	.37½	3.75	20.63	.56½	\$0.75	10	55	12
Worcester (Union B), . . .	.45 .32½	4.50 3.25	24.75 17.88	.67½ -	.90 -	10	55	12
Pavers.								
Boston, . . . . .	.62½	5.00	30.00	1.25	1.25	8	48	-
Lawrence, ¹ . . . . .	.60	5.20	28.80	.90	1.20	8½	48	12
Paving Cutters.								
Chelmsford,	2.40½	3.25	19.50	-	-	8	48	6
Fall River,	2.40	3.20	19.20	-	-	8	48	-
Rockport,	2.30	2.40	14.40	-	-	8	48	-
Photo-Engravers.								
Boston:								
Commercial, . . . . .	.43½	3.85	21.00	.65½	.87½	8½	48	12
Newspaper, day, . . . . .	.54½	4.33	26.00	.81½	.54½	8	48	-
Newspaper, night, . . . . .	.60½ ¹²	4.83	29.00	.90½	.60½ ¹²	8	48	-
Springfield, . . . . .	.40½- .51	3.67- 4.59	20.00- 25.00	.61½- .76½	.81½- 1.02	9	49	12
Piano and Organ Workers.								
Cambridge, . . . . .	.16½	1.50	9.00	.16½	.16½	9	54	2
Plasterers.								
Attleborough, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Beverly, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Boston, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Brockton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Cambridge, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Clinton, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Dedham, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Fall River, . . . . .	.60	4.80	28.80	.90	.90	8	48	-
Fitchburg, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Framingham, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Gloucester, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Greenfield, . . . . .	.60	4.80	28.80	1.20	1.20	8	48	-
Holyoke, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Lawrence, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Lenox, . . . . .	.62½	5.00	27.50	.93½	1.25	8	44	12
Lowell, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Lynn, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Marlborough, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
New Bedford, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.55	4.40	24.20	.82½	.82½	8	44	12
Newton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
North Adams, . . . . .	.56½	4.50	27.00	1.12½	1.12½	8	48	-
Northampton, . . . . .	.62½	5.00	30.00	1.25	1.25	8	48	-
Pittsfield, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Quincy, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Salem, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Somerville, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Southbridge, . . . . .	.46½	3.75	22.50	.70½	.70½	8	48	-
Springfield, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Taunton, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Woburn, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Worcester, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12

¹ Also piece rates.² Minimum; also piece work.³ Average.⁴ No work.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Plasterers' Tenders.								
Boston,	\$0.41½	\$3.32	\$18.26	{ \$0.62½ .83	\$0.83	8	44	12
Plumbers.								
Attleborough, . . . . .	.40½	3.25	19.50	.81½	.81½	8	48	-
Beverly, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Boston, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Brookton, . . . . .	.56½	4.50	24.75	1.12½	1.12½	8	44	12
Everett, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Fall River, . . . . .	.43½	3.50	21.00	.87½	.87½	8	48	-
Fitchburg, . . . . .	.43½	3.50	21.00	.87½	.87½	8	48	-
Gloucester, . . . . .	.40½	3.25	19.50	.81½	.81½	8	48	3
Haverhill, . . . . .	.43½	3.50	21.00	-	-	8	48	5
Holyoke, . . . . .	.47½	3.82	21.00	.95½	.95½	8	44	12
Lawrence, . . . . .	.47½	3.82	21.00	.71½	.95½	8	44	12
Lenox, . . . . .	.43½	3.50	19.25	.65½	.87½	8	44	12
Lowell, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Lynn, . . . . .	.48	4.80	26.40	1.20	1.20	8	44	12
Malden, . . . . .	.53½	4.25	23.38	.79½	1.06½	8	44	12
Medford, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Natick, . . . . .	.50	4.00	22.00	{ .75 1.00	1.00	8	44	12
New Bedford, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Newton, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Northampton, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	3
Pittsfield, . . . . .	.37½	3.00	16.50	.56½	.75	8	44	12
Quincy, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Springfield, . . . . .	.54½	4.38	24.00	1.09	1.09	8	44	12
Wakefield, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Waltham, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Woburn, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Worcester, . . . . .	.56½	4.50	24.75	1.12½	1.12½	8	44	12
Plumbers, Marine.								
Quincy,	{ .37½ .43½	3.00- 3.50	18.00- 21.00	.56½- .65½	.75- .87½	8	48	-
Press Feeders.								
Boston:								
Day, . . . . .	.33½	2.92	* 16.00	.750	.66½	8½	48	12
Night, . . . . .	.35½ ¹²	3.10	17.00	.53½	.70½			
Assistants, day, . . . . .	.37½	-	* 18.00	.56½	.75	-	* 48	-
Assistants, night, . . . . .	.39½ ¹²	-	19.00	.59½	.79½	-	* 48	-
Brookton, . . . . .	.33½	2.92	* 16.00	.750	.66½	8½	48	12
	.35½ ¹²	3.10	17.00	.53½	.70½			
	.37½	-	* 18.00	.56½	.75	-	* 48	-
	.39½ ¹²	-	19.00	.59½	.79½	-	* 48	-
	.28½	2.25	* 13.50	.42½	.56½	8	48	-
	.31½	2.50	15.00	.46½	.62½			

¹ Saturday afternoon, 62½ cents; evenings, 83 cents.

² On January 1, 1914, the hourly rate was increased to 65 cents.

³ No plumber is allowed to work by the hour; he must be paid by half or full day.

⁴ Saturday afternoon, 75 cents an hour.

⁵ Also Stoneham and Winchester.

⁶ Minimum rates according to kind of machine operated or the number.

⁷ After midnight double time or same rate as for Sundays and holidays.

⁸ Work five nights.

⁹ After 10 P.M. double time or same rate as for Sundays and holidays.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Printing Pressmen.								
<i>Cylinder.</i>								
Boston,	\$0.48	\$4.20	\$23.00	\$0.72	\$0.96	8½	48	12
Brookton, . . . . .	.41½	3.32	20.00	.62½	.83½	8	48	-
Lawrence, . . . . .	.39½	3.17-	19.00-	.59½	.79½	8	48	-
Lowell, . . . . .	.47½	3.83	23.00	.71½	.95½	8	48	-
Norwood (day), . . . . .	.40½	3.55	19.50	.61	.81½	8½	48	12
Norwood (night), . . . . .	.48	4.20	23.00	.72	.96	8½	48	12
	.50	4.37	24.00	.75	1.00	8½	48	12
	.52½	-	25.00	.78½	1.04½	-	48	-
<i>Job.</i>								
Boston, . . . . .	.37½	3.28	18.00	.56½	.75	8½	48	12
Brookton, . . . . .	.35½	2.83	17.00	.53½	.70½	8	48	-
Lawrence, . . . . .	.33½	2.67	16.00	.50	.66½	8	48	-
Lowell, . . . . .	.31½	2.73	15.00	.46½	.62½	8½	48	12
Norwood (day), . . . . .	.37½	3.28	18.00	.56½	.75	8½	48	12
Norwood (night), . . . . .	.41½	-	20.00	.62½	.83½	-	48	-
<i>Pressmen, n. s.</i>								
Pittsfield, . . . . .	.31½	2.66	15.00	.46½	.66½	8½	48	12
Worcester, . . . . .	.37½	3.28	18.00	.56½	.80½	8½	48	12
Worcester (assistants), . . . . .	.20½	1.82	10.00	.31½	.31½	8½	48	12
<i>Web.</i>								
Boston:								
Apprentices, . . . . .	.22½	1.33½	8.00	.27½	.22½	6	36	-
Brakemen, . . . . .	.27½	1.66½	10.00	.27½	.27½	7	42	-
Journeyman, . . . . .	.33½	2.00	12.00	.33½	.33½	7	42	-
Pressmen, . . . . .	.55½	3.90	23.40	.65	1.11½	7	42	-
Fall River, . . . . .	.49½	3.45	20.70	.57½	.98½	7	42	-
Holyoke, . . . . .	.57½	4.15	24.90	.70	1.15½	7	42	-
Lawrence, . . . . .	.60-	4.00	22.50	-	-	8	45	12
Lowell, . . . . .	.55½	4.45	25.00	-	-	8	48	-
Worcester, . . . . .	.50	4.00	24.00	.75	1.00	8	48	-
	.59½	3.17	19.00	.59½	.79½	8	48	-
	.48½	3.83	23.00	.71½	.96	8½	48	12
	.43½	3.83	21.00	.65½	.87½	8	48	-
	.43½	3.50	21.00	.65½	.85½	8	48	-
	.56½	4.50	27.00	.84½	.84½	8	48	-
Quarry Workers.								
Chelmsford:								
Blacksmiths, . . . . .	.37-	2.96-	17.76-	.37-	-	8	48	6
Brakemen, . . . . .	.40	3.20	19.20	.40	-	8	48	6
Derrickmen, . . . . .	.26	2.08	12.48	.26	-	8	48	6
Drillers, . . . . .	.27	2.16	12.96	.27	-	8	48	6
Laborers, . . . . .	.25	2.00	12.00	.25	-	8	48	6
Sectionmen, . . . . .	.29	2.32	13.92	.29	-	8	48	6
	.24	1.92	11.52	.24	-	8	48	6
	.23	2.64	15.84	.23	-	8	48	6
	.22	1.76	10.56	.22	-	8	48	6
	.23	1.84	11.04	.23	-	8	48	6
	.23	1.84	11.04	.23	-	8	48	6
	.27	2.16	12.96	.27	-	8	48	6
East Longmeadow:								
Planermen, . . . . .	.38	3.42	20.14	-	-	9	53	-
Quarrymen, . . . . .	.26½	2.39	14.05	-	-	9	53	-
Stone sawyers, . . . . .	.32	2.88	16.96	-	-	9	53	-

¹ Minimum.

² After 10 P.M. double time or same rate as for Sundays and holidays.

³ Minimum rates according to the kind of machine operated.

⁴ After midnight double time or same rate as for Sundays and holidays.

⁵ Work five nights.

⁶ No scale — average wage.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Quarry Workers — Con.								
Milford:								
Blacksmiths,	\$0.43	\$3.44	\$20.64	\$0.64½	\$0.86	8	48	6
Derrickmen, first, . . . .	.31	2.48	14.88	.46½	.62	8	48	6
Derrickmen, second, . . .	.29	2.33	13.92	.43½	.58	8	48	6
Derrickmen, third, . . . .	.26	2.08	12.48	.39	.52	8	48	6
Quarymen, . . . . .	.30	2.40	14.40	.45	.60	8	48	6
Quincy, . . . . .	.30	2.40	14.40	.30	.37½	8	48	—
Rockport, . . . . .	.25	2.00	12.00	—	1. —	8	48	—
Road Rolling Engineers.								
Brockton, . . . . .	.50	4.00	24.00	—	—	8	48	—
Lowell, . . . . .	.43½	3.50	21.00	.65½	.65½	8	48	—
Salem, . . . . .	.50	4.00	24.00	.75	.75	8	48	—
Roofers.								
Boston,	{ .31½	2.50—	13.75—	.62½	.62½	8	44	12
Brockton, . . . . .	.50	4.00	22.00	.75	.75			
Brockton, . . . . .	.55	4.40	24.20	1.10	1.10			
Brockton (helpers), . . . .	.37½	3.00	16.50	.75	.75			
Lynn, . . . . .	.50	4.00	22.00	.75	1.00			
Springfield, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Sailmakers.								
Gloucester, . . . . .	.33½	3.00	18.00	.50	.50	9	54	—
Seamen.								
Boston:								
Boatswains,	—	—	{ \$35.00—	—	—	—	—	—
			{ 45.00					
Quartermasters,	—	—	{ \$35.00—	—	—	—	—	—
			{ 45.00					
Seamen,	—	—	{ \$30.00—	—	—	—	—	—
			{ 35.00					
Sheet Metal Workers.								
Boston, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Brockton, . . . . .	.52½	4.20	23.10	1.05	1.05	8	44	12
Fall River,	{ .25—	2.00—	12.00—	.50—	.50—	8	48	—
Holyoke, . . . . .	.35	2.80	16.80	.70	.70			
Lowell, . . . . .	.44	3.52	19.36	.86	.88			
Lynn, . . . . .	.60	4.80	26.40	{ .56½	.75	8	44	12
				{ .75				
Malden, . . . . .	.50	4.00	24.00	.60	1.20	8	44	12
Methuen, . . . . .	.50	4.00	24.00	.75	1.00	8	48	8
Natick, . . . . .	.50	4.00	24.00	1.00	1.00	8	48	4
Pittsfield, . . . . .	.43½	3.50	19.25	.75	1.00	8	48	9
Quincy, . . . . .	.37½	3.00	18.00	{ .65½	.87½	8	44	12
				{ .75				
Salem, . . . . .	.50	4.00	22.00	.56½	.75	8	48	—
Springfield (Union A), . . .	.38½	3.50	21.00	.75	1.00	8	44	12
Springfield (Union B), . . .	.47½	3.82	21.00	.58½	.58½	{ 9	54	6
Worcester, . . . . .	.40½	3.25	19.50	.87½	.87½	{ 10	55	
				{ .61	.81½	8	44	12
				{ .81½		8	48	—
Ship Riggers.								
Gloucester, . . . . .	.40	4.00	24.00	.60	.80	10	60	—

¹ No work.

² Minimum.

³ Rates per month.

⁴ Double time after 9 P.M.

⁵ Double time after midnight.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
State Employees.								
<i>Metropolitan Park Employees.</i>								
<i>Stoneham:</i>								
Chauffeurs,	\$0.37½	\$3.00	\$18.00	-	\$0.37½	8	48	4
Foremen, . . . . .	.37½	3.00	18.00	-	.37½	8	48	4
Laborers, . . . . .	.31½	2.50	15.00	-	.31½	8	48	4
Mechanics, . . . . .	.37½	3.00	18.00	-	.37½	8	48	4
Painters, . . . . .	.34½	2.75	16.50	-	.34½	8	48	4
Teamsters, . . . . .	.34½	2.75	16.50	-	.34½	8	48	4
<i>Metropolitan Water and Sewer Works Employees.</i>								
Boston, . . . . .	.31½	2.50	15.00	\$0.46½	.46½	8	48	4
Steamfitters.								
<i>Journymen.</i>								
Attleborough, . . . . .	.40½	3.25	19.50	.81½	.81½	8	48	-
Beverly, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Boston, . . . . .	.56½	4.50	24.75	1.12½	1.12½	8	44	12
Brockton, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Gloucester, . . . . .	.40½	3.25	19.50	.81½	.81½	8	48	3
Haverhill, . . . . .	.43½	3.50	21.00	-	-	8	48	5
Lawrence, . . . . .	.41	3.28	18.04	.61½	.82	8	44	12
Lenox, . . . . .	.43½	3.50	19.25	.65½	.87½	8	44	12
Lowell (Union A), . . . . .	.31½	2.50	13.75	.62½	.62½	8	44	12
Lowell (Union B), . . . . .	.43½	3.50	19.25	.87½	.87½			
Lynn, . . . . .	.40	3.20	17.60	.80	.80	8	44	12
Natick, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Northampton, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Pittsfield, . . . . .	.43½	3.50	21.00	.65½	.87½	8	48	3
Quincy, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Springfield, . . . . .	.60	4.80	26.40	1.20	1.20			
Wakefield, . . . . .	.60	4.00	22.00	1.00	1.00	8	44	12
Woburn, . . . . .	.45	3.60	19.80	.67½	.90	8	44	12
Worcester, . . . . .	.54½ ¹	4.36	24.00	1.09	1.09	8	44	12
<i>Helpers.</i>								
Boston, . . . . .	.31½	2.50	13.75	.62½	.62½	8	44	12
Worcester, . . . . .	.30½	2.45	13.50	.61½	.61½	8	44	12
Steamfitters, Marine.								
Quincy, . . . . .	.37½	3.00	18.00	.56½	.75	8	48	-
Quincy (helpers), . . . . .	.43½	3.50	21.00	.65½	.87½			
Quincy (helpers), . . . . .	.21½	1.75	10.50	.32½	.43½	8	48	-
Quincy (helpers), . . . . .	.25	2.00	12.00	.37½	.50			

¹ Average.² Saturday afternoon, 75 cents an hour.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVERTIME Hourly Rates of Wages ²	EMERGENCY SERVICE ³			Daily Hours of Labor (including Sundays and Holidays)
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates ¹		One Hour or Less	From One to Five Hours	Over Five Hours	
Steam Railroad Employees.⁴								
<i>Passenger Service.</i>								
Baggagemen,	\$0.0155	\$2.75	¹ \$69.00 75.00 75.00	\$0.25 .27 .24	³ \$0.27	\$1.35	\$2.75	10
Brakemen, . . . . .	.0150	2.55	64.50 70.00	.25	.25	1.25	2.55	10
Conductors, . . . . .	.0268	4.20	¹ 115.00 125.00	.42	.42	2.10	4.20	10
Conductors, assistant, . .	.0215	3.35	92.00 100.00	.33	.33	1.65	3.35	10
Rear trainmen (flagmen), .	.01525	2.55	72.50	.24	.24	1.25	2.55	10

¹ The lower rates are the guaranteed rates for each 28 days. The higher rates are based on a monthly basis of 30.42 days average. The wages are, however, approximately the same on the three railroads considered.

² For all time in excess of ten hours the rates specified are paid, but the mileage rate is paid if, on that basis, the earnings are in excess of the minimum hourly rate.

³ Emergency service may be defined as "service performed before and in addition to regular runs, between trips, or before registering off duty."

⁴ Information relative to wages and hours of labor of employees in train and yard service of the Boston & Maine, New York Central & Hudson River, and the New York, New Haven & Hartford systems are practically identical, this uniformity being in accordance with the agreement between the members of the Eastern Association of General Committees.

⁵ The following rules regarding emergency service on one of the three railroad systems apply:

a. *Service before* scheduled leaving time of initial train — (1) For more than 30 minutes or less than two hours, hourly rate paid, 60 minutes or less to count as one hour. (2) For less than five hours and more than two hours or for runs of less than one-half the number of miles constituting a day's pay, one-half day's wages is paid. (3) For more than five hours or for a run of more than one-half the number of miles constituting a day's pay, not less than one day's wages is paid.

b. *Service between* the hours of the regular day's run — One-tenth of the daily rate per hour is paid, miles not being computed in this extra service.

c. *Service after* completing day's run — Not less than one day's wages is paid except when notified before leaving company's premises after working less than one-half the number of hours or miles which constitutes a day, the pay then being not less than that for one-half day. After working more than one-half the number of hours or miles, which constitutes a day's work, the pay is not less than that for one day. Time for this extra service commences at the completion of the day's work.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES		OVERTIME	Daily Hours of Labor (including Sundays and Holidays)
	Mileage Rates	Guar- anteed Daily Rates ¹	Rates of Wages an Hour ²	
Steam Railroad Employees — Con.				
<i>Through and Irregular Freight Train Service.</i>				
Brakemen,	\$0.0242	\$2.40	\$0.24	10
Conductors, . . . . .	.0363	3.63	.36	10
Flagmen, . . . . .	.02525	2.52	.25	10
<i>Local or Pick-up and Drop Service.</i>				
Brakemen, . . . . .	.027	2.70	.27 .346 .3975	10
Conductors, . . . . .	.03975	3.975	.48	10
Flagmen, . . . . .	.028	2.80	.28 .36	10
<i>Milk Train Service.</i>				
Brakemen, . . . . .	.017	\$ 2.75	—	10
Conductors, . . . . .	.0268	\$ 4.20	—	10
Flagmen, . . . . .	.018	\$ 2.85	—	10

BRANCHES OF SERVICE AND OCCUPATIONS.	HOURLY RATES OF WAGES		DAILY HOURS OF LABOR
	Day	Night	Day and Night Service
Steam Railroad Employees — Con.			
<i>Yard Service.⁴</i>			
Brakemen,	\$0.33	\$0.33	8 10
	.35	.34	
	.36	.35	
	.37	.36	
Conductors,38	.37	8 10
	.36	.34	
	.38	.36	
	.39	.37	
	.40	.38	
		.39 .40	

¹ The guaranteed daily rate is based on the mileage rate, 100 miles or less constituting a day's work except on one railroad where 75 miles or less constitute a day's work in the local or pick-up freight service.

² Overtime is computed on the basis of the actual time (over 10 hours) worked or held for duty, being paid for at the rate of 10 miles an hour for the class of service performed. The mileage rate in the local or pick-up and drop freight service of one railroad for runs of over 75 miles for each additional mile is \$0.0346 for brakemen, \$0.048 for conductors, and \$0.036 for flagmen. These rates are used as a basis for calculating the overtime rates which are based on a minimum of 10 miles an hour.

³ The guaranteed monthly rates in milk train service are stated as follows: Brakemen, \$71.50; conductors, \$109.20; flagmen, \$74.10.

⁴ In the schedule of rates of pay on one railroad the daily rates were classified as first, second, and third "tricks" of eight hours each. In order to tabulate the information the hourly rate has been computed and the second and third tricks have been classified as night service.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Steam Railroad Employees — Con.								
<i>Ash-pit Men.</i>								
Boston (roundhouse), . . .	\$0.40½	-	-	-	-	12	84	-
<i>Baggagemen.</i> ¹								
<i>Blacksmiths.</i>								
Boston,	{ .30½ .43½ .35½ }	-	-	{ \$0.45½ .65½ }	{ \$0.45½ .65½ }	9	53	2
Boston (Hyde Park), . . .	.35½	-	-	-	-	9	53	-
<i>Boilermakers.</i>								
Boston,	{ .28½ .40 .36½ }	-	-	{ .42½ .60 .54 }	{ .42½ .60 .54 }	9	53	2
Greenfield, . . . . .	.36½	-	-	.54	.54	9	53	2
Norwood,	{ .28½ .39 }	-	-	{ .42½ .58½ }	{ .42½ .58½ }	9	53	-
<i>Boilermakers' Helpers.</i>								
Boston,	{ .21½ .25 }	-	-	{ .32½ .37½ }	{ .32½ .37½ }	9	53	2
Boston (roundhouse), . . .	.25	-	-	.37½	.37½	-	61	2
Greenfield, . . . . .	.24½	-	-	.36½	.36½	9	53	2
<i>Boiler Washers.</i>								
Greenfield, . . . . .	.28	-	-	.39	.39	9	53	2
<i>Brakemen.</i> ¹								
<i>Call Boys.</i>								
Boston (roundhouse), . . .	.18½	-	-	-	-	11	77	-
<i>Car Workers.</i>								
Boston (Hyde Park), . . .	.30	\$2.70	-	.45	.45	9	54	-
<i>Carpenters.</i>								
Boston,	-	{ 2.75 3.00 }	-	-	-	-	60	-
Boston, . . . . .	.31	-	\$18.60	.46½	.46½	9	53	2
Boston (Hyde Park), . . .	.35	3.15	18.55	.52½	.52½	9	53	-
Salem (shop men), . . . .	.28	2.80	-	.42	.42	9	53	-
Taunton,	{ .27½ .29 }	{ 2.75- 2.90 }	-	{ .41½ .43½ }	{ .41½ .43½ }	-	59	-
<i>Carpenters' Helpers.</i>								
Boston,	-	2.50	-	-	-	-	60	-
<i>Cleaners (Car).</i>								
Boston, . . . . .	.19½	1.95	-	.29½	.29½	10	{ 60 70 }	-
Somerville, . . . . .	.19½	1.95	-	.29½	.19½	10	60	-
Springfield,	{ .17- .33 }	-	-	{ .25½ .49½ }	-	9	53	2
<i>Clerks.</i>								
Boston, . . . . .	.19	{ 1.90 1.70- 3.65 }	-	-	-	10	60	-
Boston,	-	{ 1.70- 3.65 }	-	-	-	9	54	-

¹ See pages 43 and 44.² Paid for 54 hours work.³ Time and one-fourth for overtime, Sundays, and holidays.⁴ Night work, 53 hours a week.⁵ Pay figured on a 10-hour day basis.⁶ Outside men, 59 hours; inside men, 53 hours.⁷ Minimum.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Steam Railroad Employees								
— Con.								
<i>Clerks — Con.</i>								
Boston (freight),	—	—	\$16.02	—	—	10	—	—
Boston (tallymen),	\$0.25½	\$2.56	—	\$0.38	\$0.38	10	60	—
Boston (delivery), . . . . .	.22½ ¹⁰	2.29	—	—	—	10	60	—
Boston (receiving), . . . . .	.25½	2.56	—	—	—	10	60	—
Fall River,	—	2.25- 2.65	—	—	—	10	60	—
Fitchburg (office),	—	2.10- 3.40	—	—	—	9	54	—
Fitchburg (yard),	—	2.30	—	—	—	10	60	—
Framingham,	—	2.05- 2.80	—	—	—	10	60 70	—
Greenfield,	—	1.70- 3.00	—	—	—	9	54	—
Holyoke,	—	2.28	—	—	—	9½	59	—
Lawrence (freight),	—	1.90- 3.65	—	—	—	9	54	12
Lawrence (yard),	—	2.05- 2.75	—	—	—	10	60	—
Lowell,	—	2.10	—	—	—	9½	57	12
Lynn,	—	1.70- 3.50	—	—	—	9	54	—
Northampton (office),	—	2.10- 3.15	—	—	—	10	60 68	—
Northampton (yard),	—	2.35	—	—	—	10	70	—
Northampton (freight checkers),	—	2.30	—	—	—	10	60	—
Salem (freight house),	—	2.15	—	—	—	10	60	—
Salem (freight checkers),	—	2.30	—	—	—	10	60	—
Somerville,	—	2.65	—	.28	.26	10	68	—
Springfield,	—	2.00- 3.65	—	—	—	10	60 70	—
Worcester (checkers),	—	2.30	—	—	—	10	60	—
Worcester (delivery),	—	2.30	—	—	—	10	60	—
<i>Conductors, Railway.</i> ⁴								
<i>Engineers, Locomotive.</i>								
Freight,	—	4.75	—	.47½	—	10	—	—
Passenger,	—	4.25	—	.50	—	10	—	—
Switch,	—	4.10	—	.41	—	10	—	—
<i>FIREMEN, LOCOMOTIVE.</i>								
<i>Freight Service.</i> ⁴								
Less than 40 tons,	—	2.75	—	7	—	10	—	—
40 to 50 tons,	—	2.85	—	—	—	10	—	—

¹ Yard clerks work 11 hours a day.

² Minimum.

³ Double time on Sundays and holidays.

⁴ See pages 43 and 44.

⁵ Ten hours or less, or 100 miles or less, constitute a day's work.

⁶ Rates of wages are graded according to weights of locomotives in tons on drivers.

⁷ Overtime in all classes of service, except passenger, is paid for pro rata on the minute basis. Except as otherwise specified 10 hours, or 100 miles, is the basis for computing overtime. Miles and hours are not counted together; when miles exceed hours, miles are allowed, and when hours exceed miles, hours are allowed.

Overtime in passenger service (except suburban service) is paid at the rate of 30 cents per hour on the basis of 20 miles an hour, computed on the minute basis. Five hours or less, 100 miles or less, constitute a day's work.

On short turn around runs, no single one of which exceeds 80 miles, including suburban service, overtime is paid for all time actually on duty, or held for duty, in excess of eight hours (computed on each run from the time required to report for duty to end of that run) within 12 consecutive hours; and also for all time in excess of 12 consecutive hours, computed continuously from the time first required to report to the final release at the end of the last run. Time is counted as continuous service in all cases where the interval of release from duty at any point does not exceed one hour.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Steam Railroad Employees — Con.								
<i>Freight Service¹ — Con.</i>								
50 to 70 tons,	-	\$3.00	-	-	-	10	-	-
70 to 85 tons,	-	3.10	-	-	-	10	-	-
85 to 100 tons,	-	3.20	-	-	-	10	-	-
100 to 125 tons,	-	3.30	-	-	-	10	-	-
125 to 150 tons,	-	3.55	-	-	-	10	-	-
Over 150 tons,	-	4.00	-	-	-	10	-	-
Mallet engines,	-	4.00	-	-	-	10	-	-
<i>Hostlers (Engine).</i>								
Hostlers,	-	{ 2.40 2.50 3.25 }	-	-	-	10	-	-
<i>Passenger Service.¹</i>								
Less than 40 tons,	-	2.45	-	-	-	10	-	-
40 to 50 tons,	-	2.50	-	-	-	10	-	-
50 to 70 tons,	-	2.60	-	-	-	10	-	-
70 to 85 tons,	-	2.70	-	-	-	10	-	-
85 to 100 tons,	-	2.85	-	-	-	10	-	-
100 to 125 tons,	-	3.00	-	-	-	10	-	-
125 to 150 tons,	-	3.20	-	-	-	10	-	-
150 to 175 tons,	-	3.40	-	-	-	10	-	-
Over 175 tons,	-	3.60	-	-	-	10	-	-
Mallet engines,	-	4.00	-	-	-	10	-	-
<i>Switching Service.¹</i>								
Less than 70 tons,	-	2.50	-	-	-	10	-	-
70 tons or over,	-	2.60	-	-	-	10	-	-
Mallet engines,	-	4.00	-	-	-	10	-	-
<i>Fire Cleaners and Tenders.</i>								
Boston (roundhouse),	\$0.20½	-	-	\$0.20½	\$0.20½	12	84	-
<i>Flagmen.²</i>								
<i>Freight Handlers.</i>								
Boston,	-	2.30	-	34½	34½	10	60	-
Holyoke,	-	\$ 1.95	-	-	-	10	60	-
Lowell,	-	1.95	-	-	-	10	60	-
Northampton (truckers),	-	1.95	-	-	-	10	60	-
Salem,	-	1.95	-	-	-	10	60	-
Worcester (truckers),	-	1.95	-	-	-	10	60	-
<i>Fuel Handlers.</i>								
Boston, . . . . .	.18	1.80	-	-	-	10	70	-
<i>Inspectors.</i>								
Boston (car), . . . . .	.26	-	-	.39	.26	10	60	-
Boston (locomotive), . . . . .	.25	-	-	.25	.25	10	70	-
Greenfield (car), . . . . .	.25½	-	-	.37½	.25½	10	-	-
Worcester (car), . . . . .	.25½	-	-	.38	.25½	-	{ 77 84 }	-
<i>Machinists.</i>								
Boston,	{ .30½ .40½ }	-	-	{ .45½ .60½ }	{ .45½ .60½ }	9	53	2
Fitchburg, . . . . .	.31½	-	-	.47½	.63	9	54	-
Springfield,	{ .30½ .40½ }	-	-	{ .45½ .60½ }	{ .45½ .60½ }	9	53	2
<i>Machinist's Helpers.</i>								
Boston, . . . . .	.24	-	-	-	-	9	53	-
Boston (roundhouse), . . . . .	.24	-	-	.36	.36	-	61	2

¹ Rates of wages are graded according to weights of locomotives in tons on drivers.² See pages 43 and 44.³ Rate after three months' service; \$1.70 for first three months.⁴ Eight hours considered a day's work on Sunday.⁵ Men not required to work every Sunday if they do not so desire.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Steam Railroad Employees — Con.								
<i>Maintenance-Of-Way Employees.</i>								
Boston:								
Foremen,	\$0.26- .35	-	-	{ .52½	{ .52½	10	58	-
Trackmen, . . . . .	.17	-	-	{ .25½	{ .25½	10	58	-
Fitchburg:								
Foremen, . . . . .	.28	\$2.80	-	.42	.42	10	58	-
Trackmen, . . . . .	.17 .18	1.70 1.80	{ }	{ .25½ .26	{ .25½ .26	10 10	58 58	- -
Greenfield (trackmen),	.18	1.80	-	.27	.27	10	58	-
Lawrence:								
Foremen, . . . . .	.28	2.80	-	.42	.42	10	58	-
Trackmen, . . . . .	.18	1.80	-	.27	.27	10	58	-
Lowell:								
Foremen, . . . . .	.28	2.80	-	.42	.42	10	58	-
Second hands, . . . . .	.23	2.30	-	.34½	.34½	10	58	-
Sectionmen, . . . . .	.18	1.80	-	.27	.27	10	58	-
Pittsfield:								
Apprentices, . . . . .	.18	-	-	.27	1.18	10	58	-
Foremen, . . . . .	.29	-	-	.43½	1.29	10	58	-
Track laborers, . . . . .	.17	-	-	.25½	1.17	10	58	-
Salem:								
Foremen,	-	{ 2.80- 3.40	-	{ .42- .52	{ .42- .52	10	58	-
Track laborers,	-	{ 1.70 1.80	-	{ .25½ .26	{ .25½ .26	10	58	-
Springfield:								
Foremen,	-	2.90	-	.43½	.43½	10	58	-
Track laborers,	-	1.70	-	.25½	.25½	10	58	-
Worcester:								
Foremen, main line,	-	2.90	-	.43½	.43½	10	58	-
Foremen, yard, 1st class,	-	3.32	-	.49½	.49½	10	58	-
Foremen, yard, 2d class,	-	3.12	-	.46½	.46½	10	58	-
Foremen, work train,	-	3.50	-	.52½	.52½	10	58	-
Foremen, branch line,	-	2.60	-	.39	.39	10	58	-
Track laborers,	-	1.70	-	.25½	.25½	10	58	-
Oil Room Men.								
Boston (round house), . . . . .	.20½	-	-	-	-	12	84	-
Painters.								
Boston,	{ .26½ .36½	-	-	-	{ .39½ .54½	9	54	-
Salem,	-	2.65	-	-	-	9	53	-
Pipers.								
Salem,	-	2.80	-	.42	.42	9	53	-
Plumbers.								
Boston, . . . . .	.28½	-	17.10	.42½	.42½	9	53	2
Salem, . . . . .	.31	2.80	-	.46½	.46½	9	53	-
Repairers, Car.								
Boston, . . . . .	.26	-	-	.39	.26	9	54	-
Fitchburg,	{ .28½ .31½	-	-	{ .42½ .47½	{ .42½ .47½	9	53	2
Greenfield, . . . . .	.25½	-	-	.37½	.25½	10	-	-
Salem, . . . . .	.28½	-	-	.42½	.42½	9	-	2
Worcester, . . . . .	.25½	-	-	.38	.38	10	470	-

¹ For holidays.

² Outside men work 59 hours a week.

³ Outside men, 59 hours a week; inside men, 53 hours.

⁴ Men not required to work every Sunday if they do not so desire.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Steam Railroad Employees — Con.								
<i>Roofers.</i>								
Boston,	\$0.22½	-	\$17.10	\$0.42½	\$0.42½	9	53	2
<i>Sand Dryers.</i>								
Boston, . . . . .	.18½	-	-	-	-	10	68	-
<i>Sheet Metal Workers.</i>								
Boston,	{ .27½ .34 }	-	-	{ .41½ .51 }	{ .41½ .51 }	8½	53	-
<i>Signalmen.</i>								
Boston,	-	{ \$1.85- 3.20 }	-	{ .23½ .40 }	{ .23½ .40 }	19½	-	-
<i>Station Employees, n. e. s.</i>								
North Adams,	-	1.90	-	-	-	10	60	-
Salem:								
<i>Baggage masters,</i>	-	{ 1.65- 2.40 }	-	-	-	12	84	-
<i>Crossing men,</i>	-	{ 1.40- 2.30 }	-	-	-	12	84	-
Worcester:								
<i>Foremen, general,</i>	-	-	21.00	-	-	10	-	-
<i>Foremen,</i>	-	-	19.50	-	-	10	-	-
<i>Foremen, assistant,</i>	-	-	15.00	-	-	10	-	-
<i>Steamfitters.</i>								
Boston,	{ .30- .35 }	-	-	{ .45- .52½ }	{ .45- .52½ }	9	54	-
<i>Steamfitters' Helpers.</i>								
Boston,	{ .22- .25 }	-	-	{ .33- .37½ }	{ .33- .37½ }	9	54	-
<i>Storeroom Helpers.</i>								
Boston (roundhouse), . . . . .	.19	-	-	-	-	10	68	-
<i>Switchmen.</i>								
Boston,	-	{ 2.46 3.04 3.22 }	-	-	-	8	56	-
Springfield,	{ .34 .37 }	-	-	{ .34 .37 }	{ .34 .37 }	10	70	-

Telegraphers.

NOTE. — Owing to the many different rates of wages and different work-periods of telegraph operators, station agents, towermen, etc., employed at various points on the Boston & Albany Railroad, the Boston & Maine Railroad, and the New York, New Haven & Hartford Railroad in Massachusetts, it was not possible to present the information relative to these employees in the usual form followed in this report. In the following table is shown the number of employees in the various occupations included under the general term "telegraphers", classified by six-day and seven-day workers, the range of rates paid, i.e., the maximum and minimum, and also the median, lower quartile, and upper quartile rates. To find the median, upper quartile, and lower quartile, the members of a group are ranked in ascending order according to the rates of wages. The median is the rate half-way up the list thus constituted; the lower quartile is the rate midway between the median and the minimum; and the upper quartile is the rate midway

¹ Paid on a basis of 10 hours a day.

between the median and the maximum. Where the members of a given group are classified by wages one-half receive above and one-half below the median, and one-half between the lower quartile and the upper quartile; one-fourth receive above and three-fourths below the upper quartile; and three-fourths receive above and one-fourth below the lower quartile. The medians and upper and lower quartiles have been entered only in cases in which information was reported for 20 or more employees.

The daily hours of labor are shown in the form of maximum and minimum hours, it being impracticable to show the number employed at the various time-periods as these periods differed at nearly every railroad station in the Commonwealth and were generally dependent upon the time at which the trains passed by or stopped at the various stations. For similar reasons it was impracticable to present the weekly hours of labor.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS.	Number of Employees	DAILY RATES					Number of Days a Week	Number of Hours a Day
		Minimum	Lower Quartile	Median	Upper Quartile	Maximum		
Steam Railroad Employees — Con.								
<i>Telegraphers.</i>								
Agents, ¹	205	\$1.21	\$2.00	\$2.25	\$2.64	\$3.71	7	9-13
Agents,	2	2.00	-	-	-	3.25	6	12
Operators, ²	716	1.95	2.29	2.40	2.64	3.75	7	8-14
Operators,	29	2.14	2.25	2.35	2.45	2.86	6	7-12
Towermen (directors),	21	3.50	3.67	4.35	4.35	4.42	7	8
Towermen, ³	451	2.14	2.50	2.71	2.89	3.67	7	8-12
Towermen,	8	2.55	-	-	-	2.75	6	8

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Steam Railroad Employees — Con.								
<i>Tinsmiths.</i>								
Boston,	\$0.28½	-	\$17.10	-	-	9	53	2
Salem,	-	{ \$2.80 2.90 }	-	-	-	9	53	-
<i>Trainmen.⁴</i>								
<i>Turn Table Men.</i>	.20½	-	-	-	-	12	84	-
<i>Upholsterers.</i>								
Boston,	{ .26½ .32 }	-	-	{ \$0.39¼ .48 }	{ \$0.53- .64 }	{ 8½	51	-

¹ Includes station agents, freight agents, and ticket agents who are not required to telegraph.

² Includes telegraphers whose regular work also requires them to perform the duties of agent, cashier, clerk, switchman, or towerman.

³ Includes 347 towermen; 1 towerman and agent; 4 towermen, agents, and operators; 3 towermen, clerks, and operators; 6 levermen; 15 helpers; 6 announcers; 6 sheetmen; and 3 telephone operators.

⁴ Pay figured on a 60-hour-week basis.

⁵ Outside men, 50 hours a week; inside men, 53 hours.

⁶ See pages 43 and 44.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Steam Shovel and Dredgemen.								
<i>Cranemen.</i>								
Boston,	-	-	\$70.00	-	-	12	72	
<i>Engineers.</i>								
Boston,	-	-	{ \$135.00- 150.00 }	-	-	12	72	-
<i>Operators.</i>								
Boston,	-	-	\$100.00	-	-	12	72	-
Stone Cutters.								
Boston,	\$0.56¼	\$4.50	24.75	-	-	8	44	12
Boston (stone carvers), . .	.62½	5.00	27.50	-	-	8	44	12
Los Angeles, . . . . .	.50	4.00	28.50	\$0.75	-	8	47	-
Springfield, . . . . .	.56¼	4.50	24.75	.84¾	\$0.84¾	8	44	12
Worcester, . . . . .	.50	4.00	22.00	-	-	8	44	12
Stonemasons.								
Attleborough, . . . . .	.55	4.40	24.20	1.10	1.10	8	44	12
Beverly, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Boston, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Cambridge, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Clinton, . . . . .	.65	5.20	28.60	.97½	1.30	8	44	12
Dedham, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Fall River, . . . . .	.60	4.80	28.80	.90	.90	8	48	-
Framingham, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Gardner, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	-
Gloucester, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
Great Barrington, . . . . .	.56¼	4.50	27.00	1.12½	1.12½	8	48	-
Haverhill, . . . . .	.50	4.00	24.00	.75	.75	8	48	3
Holyoke, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Lawrence, . . . . .	.50	4.00	22.00	1.00	1.00	8	44	12
Lenox, . . . . .	.62½	5.00	27.50	.93¾	1.25	8	44	12
Lynn, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	-
Malden, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Marlborough, . . . . .	.50	4.00	22.00	.75	1.00	8	44	12
New Bedford, . . . . .	.60	4.80	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.55	4.40	24.20	.82½	.82½	8	44	12
Newton, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
North Adams, . . . . .	.56¼	4.50	27.00	1.12½	1.12½	8	48	-
Northampton, . . . . .	.43¾	3.50	21.00	.87½	.87½	8	48	-
Pittsfield, . . . . .	.62½	5.00	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.50	4.00	24.00	.75	1.00	8	48	3
Quincy, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Salem, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Southbridge, . . . . .	.46¾	3.75	22.50	.70½	.70½	8	48	-
Springfield, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Taunton, . . . . .	.60	4.80	28.80	.90	1.20	8	48	-
Waltham, . . . . .	.65	5.20	28.60	1.30	1.30	8	44	12
Westfield, . . . . .	.60	4.80	26.40	1.20	1.20	8	44	12
Worcester, . . . . .	.55	4.40	26.40	.82½	1.10	8	48	-
Stone Mounters.								
Taunton,	{ .25- .30 .38 }	{ \$2.25- 2.75 2.52 }	{ 13.50- 16.50 15.12 }	{ .37½ .45 .42 }	{ - - - }	{ 9 9 9 }	{ 54 54 54 }	{ - - - }
Street and Electric Railway Employees.								
<i>Armature Room Workers.</i>								
Boston (armature winders), . .	{ .24½ .27½ .32 .40 }	{ 2.20 2.48 2.88 3.60 }	{ 12.50 14.03 16.32 20.40 }	{ .36½ .41½ .48 .60 }	{ - - - - }	{ 9 9 9 9 }	{ 51 51 51 51 }	{ - - - - }

1 Monthly rate.

2 Minimum.

3 Piece work, average \$3.60 a day.

4 Piece work, average \$20 to \$30 a week.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half holiday in Effect
Street and Electric Railway Employees — Con.								
<i>Armature Room Workers — Con.</i>								
Boston (coil winders), . . .	{ \$0.19 .24½ .27½ .32 .19	{ \$1.71 2.20 2.48 2.88 1.71	{ \$9.69 12.50 14.03 16.32 9.69	{ \$0.28½ .36½ .41½ .48 .28½	{ } -	{ } -	{ } 51	{ } -
Boston (controller work), . . .	{ .24½ .32 .19	{ 3.20 2.88 1.71	{ 12.50 16.32 9.69	{ .36½ .48 .28½	{ } -	{ } 9	{ } 51	{ } -
Boston (insulators — female), . . .	{ .32 .19	{ 2.88 1.71	{ 16.32 9.69	{ .48 .28½	{ } -	{ } 9	{ } 51	{ } -
Boston (lathe hands), . . .	{ .27½ .32	{ 2.48 2.88	{ 14.03 16.32	{ .41½ .48	{ } -	{ } 9	{ } 51	{ } -
Boston (power station work), . . .	{ .40 .18-	{ 3.60 1.80-	{ 20.40	{ .60 .22½	{ } -	{ } 9	{ } 51	{ } -
Lowell (armature winders), . . .	{ .28½ .23½	{ 2.36	{ } -	{ .29½	{ } -	{ } 10	{ } -	{ } -
<i>Barn Men.</i>								
Pittsfield,	{ .30- .35	{ } -	{ } -	{ } -	{ } -	{ } 9½ 10	{ } -	{ } -
<i>Blacksmiths and Horseshoers.</i>								
Boston,	{ .30- .39	{ } -	{ 15.30- 21.56	{ .45- .58½	{ } -	{ } -	{ 48- 70	{ } -
<i>Blacksmiths' Helpers.</i>								
Boston,	{ .22½ .24	{ 2.02 2.16	{ 11.47 12.24	{ .33½ .36	{ } -	{ } 9	{ } 51	{ } -
<i>Bookkeepers (treasury dept.).</i>								
Boston (females),	{ } -	{ } -	{ 11.00 12.00	{ } -	{ } -	{ } -	{ } -	{ } -
<i>Brakemen — Elevated and Subway Trains.</i>								
Boston (1st year), . . . . .	.21½	-	-	-	-	-	-	-
Boston (2d year), . . . . .	.22½	-	-	-	-	-	-	-
Boston (3d year), . . . . .	.23	-	-	-	-	-	-	-
Boston (4th year), . . . . .	.23½	-	-	-	-	-	-	-
Boston (5th year), . . . . .	.23½	-	-	-	-	-	-	-
Boston (6th year and after), . . .	.24½	-	-	-	-	-	-	-
<i>Brass Finishers.</i>								
Boston,	{ .27½ .32	{ 2.48 2.88	{ 14.03 16.32	{ .41½ .48	{ } -	{ } 9	{ } 51	{ } -
<i>Bridgemen and Housemiths.</i>								
Boston, . . . . .	.48	3.84	23.04	.60	-	8	48	-
<i>Car Cleaners.</i>								
Boston, . . . . .	.21	-	13.02	.31½	-	-	62	-
<i>Carhouse Employees, n. e.</i>								
Lawrence,	{ .15- .18	{ 1.35- 1.62	{ 9.45- 11.34	{ .15- .18	{ \$0.15- .18	{ } 9	{ } 63	{ } -
<i>Car Shifters.</i>								
Boston,	{ .21 .24	{ } -	{ 13.02 14.88	{ .31½ .36	{ } -	{ } -	{ } 62	{ } -
<i>Carpenters — Outside.</i>								
Boston,	{ .27 .33 .36	{ } - - -	{ 13.77 16.83 18.36	{ .40½ .49½ .54	{ } -	{ } 9	{ } 51	{ } -
Boston (sub-foremen),	{ .43 .48	{ 3.87 4.32	{ 21.93 24.48	{ .64½ .72	{ } -	{ } 9	{ } 51	{ } -
Lowell,	{ .20- .22½	{ 2.00- 2.25	{ 14.00- 15.75	{ .25- .28½	{ } -	{ } 10	{ } -	{ } -

¹ Saturday 9 hours; Sunday 8 hours.

² Alternate Sundays off.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Street and Electric Railway Employees — Con.								
<i>Clerks — Office.</i>								
Boston,	-	-	{ \$12.00 13.00 16.50 18.00 }	-	-	-	{ 43½ 45 51 }	-
<i>Clerks — Stock Room.</i>								
Boston,	-	-	{ 14.00 15.00 18.00 }	-	-	-	{ 50½ 51 }	-
<i>Collectors.</i>								
Boston (1st 6 mos.), . . .	\$0.15	-	-	-	-	-	-	-
Boston (2d 6 mos.), . . .	.16	-	-	-	-	-	-	-
Boston (3d 6 mos.), . . .	.17	-	-	-	-	-	-	-
Boston (4th 6 mos.), . . .	.18	-	-	-	-	-	-	-
Boston (3d year and after), .	.19	-	-	-	-	-	-	-
Boston (treasury dept.), .	-	-	18.00	-	-	-	-	-
<i>Counters — Cash.</i>								
Boston (males),	-	-	18.00	-	-	-	-	-
Boston (females),	-	-	{ 11.00- 14.00 }	-	-	-	-	-
<i>Counters — Ticket.</i>								
Boston (females),	-	-	{ 11.00- 12.00 }	-	-	-	-	-
<i>Crane Operators.</i>								
Boston, . . . . .	.31	-	17.36	\$0.46½	-	-	56	-
<i>Drawtenders.</i>								
Boston,	{ .30 .32 }	-	{ 13.90 17.92 }	{ .45 .48 }	-	-	{ 63 56 }	-
<i>Elevator Men.</i>								
Boston,	{ .21½ .22 }	-	{ 15.05 12.42 }	{ .32½ .33 }	-	-	{ 70 54 }	-
<i>Engineers — Boiler Room.</i>								
Boston,	{ .41 .45 }	-	{ 22.96 25.20 }	{ .61½ .67½ }	-	-	56	-
<i>Engineers — Hoisting.</i>								
Boston, . . . . .	.35	-	21.00	.52½	-	-	60	-
<i>Firemen.</i>								
Boston,	{ .20 .30 .34 }	{ \$2.40 2.40 2.72 }	{ 16.80 16.80 19.04 }	{ .30 .45 .51 }	-	-	{ 84 56 }	-
<i>Gatemen — Elevated and Subway Trains.</i>								
Boston (1st year), . . . . .	.17½	-	-	-	-	-	-	-
Boston (2d year), . . . . .	.18½	-	-	-	-	-	-	-
Boston (3d year), . . . . .	.19	-	-	-	-	-	-	-
Boston (4th year), . . . . .	.19½	-	-	-	-	-	-	-
Boston (5th year), . . . . .	.19½	-	-	-	-	-	-	-
Boston (6th year and after), .	.20	-	-	-	-	-	-	-
<i>Guards — Elevated and Subway Trains.</i>								
Boston (1st year), . . . . .	.24½	-	-	-	-	-	-	-
Boston (2d year), . . . . .	.25½	-	-	-	-	-	-	-
Boston (3d year), . . . . .	.25½	-	-	-	-	-	-	-
Boston (4th year), . . . . .	.26½	-	-	-	-	-	-	-
Boston (5th year), . . . . .	.26½	-	-	-	-	-	-	-
Boston (6th year and after), .	.27	-	-	-	-	-	-	-

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Street and Electric Railway Employees — Con.								
<i>Harness Makers.</i>								
Boston,	\$0.27	-	\$18.90	\$0.40½	-	-	70	-
<i>Helpers — General.</i>								
Boston, . . . . .	.20	-	{ 10.20 11.20	.30	-	-	{ 51 56	-
Boston, . . . . .	.23	-	{ 11.73 12.24	.34½	-	-	{ 51 56	-
Boston, . . . . .	.24	-	{ 12.24 13.44	.36	-	-	{ 51 56	-
Lowell, . . . . .	.18½	\$1.88	-	.23½	-	10	-	-
<i>Laborers.</i>								
Boston, . . . . .	.21½	-	12.04	.32½	-	-	56	-
<i>Linemen.</i>								
Boston (sub-foremen), . .	.40	-	20.20	.60	-	-	50½	-
Boston (inspectors), . .	.41	-	20.71	.61½	-	-	50½	-
Boston (inspectors), . .	.43	-	21.72	.64½	-	-	50½	-
Boston (cable splicers), .	.42	-	21.21	.63	-	-	50½	-
Boston (cable splicers), .	.34	-	17.17	.51	-	-	50½	-
Boston (cable splicers), .	.42	-	21.21	.63	-	-	50½	-
Boston (cable splicers), .	.49	-	24.75	.73½	-	-	50½	-
Boston (head linemen), .	.30	-	25.20	.45	-	-	84	-
Boston (emergency men), .	.27½	-	23.10	.41½	-	-	84	-
Boston (linemen), . . .	.31	-	15.66	.46½	-	-	50½	-
Boston (linemen), . . .	.33	-	16.67	.49½	-	-	50½	-
Boston (linemen), . . .	.35	-	17.68	.52½	-	-	50½	-
Boston (ground men — emergency), . . . . .	.30	-	16.80	.30	-	-	84	-
Boston (ground men), . .	.25	-	12.63	.37½	-	-	50½	-
Pittsfield, . . . . .	.25	-	-	.25	\$0.25	-	-	-
Waltham, . . . . .	.27½	2.50	17.50	.27½	.27½	9	63	-
<i>Mechanists.</i>								
Boston, . . . . .	.28	-	{ 14.28 16.80	.42	-	-	{ 51 60	-
Boston, . . . . .	.33	-	{ 16.83 19.80	-	-	-	{ 51 60	-
Boston, . . . . .	.36	-	{ 18.36 21.60	-	-	-	{ 51 60	-
Boston, . . . . .	.40	-	{ 20.40 24.00	-	-	-	{ 51 60	-
Lowell, . . . . .	.18-	-	-	.22½	-	9	63	-
Lowell, . . . . .	.22½	-	-	.28½	-	-	-	-
<i>Masons.</i>								
Boston (foremen), . . .	.51	-	26.01	.76½	-	-	51	-
Boston (foremen), . . .	.33	-	16.83	.49½	-	-	51	-
Boston, . . . . .	.47	-	18.48	.70½	-	-	56	-
Boston, . . . . .	.47	-	23.97	.70½	-	-	51	-
Boston, . . . . .	.47	-	26.32	.70½	-	-	56	-
<i>Mechanics.</i>								
Boston, . . . . .	.26	-	13.26	.39	-	-	51	-
Boston, . . . . .	.26	-	14.56	.39	-	-	56	-
Boston, . . . . .	.29	-	14.79	.43½	-	-	51	-
Boston, . . . . .	.29	-	16.24	.43½	-	-	56	-
Boston, . . . . .	.33	-	16.83	.49½	-	-	51	-
Boston, . . . . .	.33	-	18.48	.49½	-	-	56	-
Boston, . . . . .	.34	-	17.34	.51	-	-	51	-
Boston, . . . . .	.34	-	19.04	.51	-	-	56	-
Boston, . . . . .	.37½	-	20.40	.56½	-	-	60	-
Boston, . . . . .	.37½	-	19.12	.56½	-	-	51	-
Boston, . . . . .	.37½	-	21.00	.56½	-	-	56	-
Boston, . . . . .	.37½	-	22.50	.56½	-	-	60	-
<i>Motormen — Elevated and Subway Trains.</i>								
Boston (1st year), . . .	.28½	-	-	-	-	-	-	-
Boston (2d year), . . .	.29	-	-	-	-	-	-	-
Boston (3d year), . . .	.30½	-	-	-	-	-	-	-
Boston (4th year), . . .	.30½	-	-	-	-	-	-	-
Boston (5th year), . . .	.31½	-	-	-	-	-	-	-
Boston (6th year), . . .	.32	-	-	-	-	-	-	-

¹ Saturday, 9 hours; Sunday, 8 hours.

² Men have alternate Sundays off.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

COMPANIES. ¹	YEARS OF SERVICE										
	1st 6 Mos.	2d 6 Mos.	2d Year	3d Year	4th Year	5th Year	6th Year	7th Year	8th Year	9th Year	10th Year and after
Street and Electric Railway Employees — Con.											
<i>Motormen and Conductors — Surface Lines.</i>											
Bay State St. Ry. Co.,	\$0.24	\$0.24	\$0.25	\$0.26	\$0.26	\$0.26	\$0.27	\$0.27	\$0.28	\$0.28	\$0.28
Boston Elevated Railway,	.26½	.26½	.27½	.28	.28½	.29	.30½	.30½	.30½	.30½	.30½
Worcester Consolidated,	-	-	.26	.27	.28½	.28½	.28½	.28½	.28½	.28½	.28½
Springfield St. Ry. Co., ²	-	-	.28½	.30	.31½	.31½	.31½	.31½	.31½	.31½	.31½
Mass. Northeastern St. Ry.,	.22	.22	.23	.24	.24	.25	.25	.25	.26½	.26½	.26½
Berkshire St. Ry. Co.,	-	-	.26	.27	.28½	.28½	.28½	.28½	.28½	.28½	.28½
Middlesex & Boston St. Ry.,	-	-	.22½	.23	.24	.24½	.25	.25½	.27	.27	.27
Boston & Worcester St. Ry.,	.23½	.23½	.24½	.25½	.26½	.27½	.28½	.28½	.28½	.28½	.28½
Holyoke St. Ry. Co.,	-	-	.26	.27	.28½	.28½	.28½	.28½	.28½	.28½	.28½
Union St. Ry. (New Bedford),	.23	.23	.24	.25	.26	.27	.28	.28	.28	.28	.28
Milford and Uxbridge, Conn. Valley St. Ry. Co.,	.23½	.23½	.24½	.25½	.26½	.27½	.28½	.28½	.28½	.28½	.28½
New Bedford & Onset, Fitchburg & Leominster,	.20	.20	.21	.22	.23	.24	.25	.25	.25	.25	.25
St. Ry.,	.23	.23	.24	.25	.26	.27	.28	.28	.28	.28	.28
Milford, Attleborough & Woonsocket St. Ry. Co.,	-	-	.23	.24	.25	.27½	.27½	.27½	.27½	.27½	.27½
Haverhill & Amesbury,	.21½	.21½	.22½	.23	.24½	.26	.27	.27	.27	.27	.27
Northampton St. Ry. Co.,	.22	.22	.23	.24	.24	.25	.25	.25	.26½	.26½	.26½
Interstate Consolidated,	.21	.21	.22½	.23	.24	.24½	.26	.26	.26	.26	.26
Brockton & Plymouth St. Ry.,	.22	.22	.23	.23½	.24½	.26½	.27½	.27½	.27½	.27½	.27½
Blue Hill St. Ry. Co.,	.21	.21	.23	.24	.24	.25	.25	.26	.26	.27	.28
	.21	.21	.23	.24	.24	.25	.25	.26	.26	.27	.28

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Street and Electric Railway Employees — Con.								
<i>Oilers.</i>								
Boston,	{ \$0.27½ .30 .30½	- - -	\$15.40 16.80 17.08	{ \$0.41½ .45 .45½	-	-	56	-
<i>Painters.</i>								
Boston,	{ .26½ .29½ .32½	- - -	13.52 15.05 16.58	{ .39½ .44½ .48½	-	-	51	-
Lowell,	{ .20- .23½	- -	-	-	-	10	-	-

¹ The street railway companies are arranged in order of mileage.² Wages on Springfield Street Railway Co. are paid by the day, 9 hours constituting a day's work.³ On Saturday 9 hours, and on Sunday 8 hours.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Street and Electric Railway Employees — Con.								
<i>Painters — Structural Iron.</i>								
Boston,	{ \$0.29½ .32½ }	-	\$15.93 17.01	{ \$0.44½ .48½ }	-	-	54	-
<i>Pavers.</i>								
Boston, . . . . .	.41	-	22.96	.61½	-	-	56	-
<i>Pitmen.</i>								
Boston,	{ .23 .27 .29 }	-	14.26 16.74 17.98	{ .34½ .40½ .43½ }	-	-	62	-
Lawrence,	{ .17- .25 .21½ }	-	-	{ .17- .25 .26½ }	-	9	-	-
Lowell,	{ .22½ .22½ }	-	-	{ .28½ .28½ }	-	10	-	-
<i>Plumbers.</i>								
Boston,	{ .36 .40 }	-	20.16 22.40	{ .54 .60 }	-	-	56	-
<i>Porters.</i>								
Boston, . . . . .	.17	-	11.90	.25½	-	-	70	-
<i>Power Station Men.</i>								
Boston,	{ .20 .20½ .21 .23 .24 .26 }	-	12.00 17.01 13.23 13.80 14.40 { 14.56 15.60 }	{ .30 .30½ .31½ .34½ .36 .39 }	-	-	60 54 63 60 60 56 60 }	-
<i>Riggers.</i>								
Boston,	{ .29 .33 .37 }	-	16.24 18.48 20.72	{ .43½ .49½ .55½ }	-	-	56	-
<i>Roofers.</i>								
Boston,	{ .27 .32 .33½ .36 }	-	13.77 16.32 17.09 18.36	{ .40½ .48 .50½ .54 }	-	-	51	-
<i>Shopmen, n. s.</i>								
Brockton,	{ .23- .30½ .17½ }	\$2.07- 2.75 1.75-	- - -	{ .23- .30½ .17½ }	-	9	-	-
Waltham,	{ .23½ .23½ }	2.35	-	{ .23½ .23½ }	{ \$0.17½ .23½ }	10	{ 60 70 }	-
<i>Signalmen and Interlockers.</i>								
Boston,	{ .28 .32 .33 .35 .38 }	-	17.64 20.16 21.95 22.05 25.27	{ .42 .48 .49½ .52½ .57 }	-	-	63 63 66½ 63 66½ }	-
<i>Stablemen and Hostlers.</i>								
Boston,	{ .19 .21 }	-	{ 12.16 13.30 14.70 }	{ .28½ .28½ .31½ }	-	-	64 70 70 }	-
<i>Steamfitters.</i>								
Boston,	{ .33 .40 }	-	18.48 22.40	{ .49½ .60 }	-	-	56	-

¹ On Saturday 9 hours, and on Sunday 8 hours.

² On Sunday 8 hours.

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*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Street and Electric Railway Employees — Con.								
<i>Switchboard Operators.</i>								
Boston,	\$0.28 .30 .32 .35 .38	-	\$15.68 16.80 17.92 19.60 21.28	\$0.42 .45 .48 52½ .57	-	-	56	-
<i>Switchmen.</i>	.17	-	11.90	.25½	-	-	70	-
<i>Teamsters.</i>								
Boston, . . . . .	.22 .25 .28	-	{ 11.88 12.32 12.63 12.75 13.50 14.00 19.60 }	.33 37½ .42	-	-	{ 54 56 50½ 51 54 56 70 }	-
<i>Tinsmiths.</i>	.33	-	16.32	.48	-	-	51	-
<i>Track Cleaners.</i>	.22	-	14.08	.33	-	-	64	-
<i>Trackmen.</i>								
Boston, . . . . .	.23½ 24½ .25 .27 .30 32½ 35½ 37½ .41 .43 18½ 23½ .16	-	{ 12.60 13.72 14.00 12.96 14.40 16.80 18.20 17.04 21.00 19.68 24.08 - - -	.33½ 36½ 37½ 40½ .45 48½ 53½ 56½ 61½ 64½ 22½ 28½ .16	-	-	{ 56 48 48 56 56 48 56 48 56 - - - - -	-
Lowell, . . . . .	.18½	-	-	.22½	-	10	-	-
Pittsfield, . . . . .	.23½	-	-	.28½	-	-	-	-
Waltham,	-	\$1.75	-	-	\$0.16	10	{ 60 70 }	-
<i>Trimmers.</i>								
Boston, . . . . .	.20 23½ 30	-	{ 10.20 14.54 15.30 }	.30 42½ .45	-	-	51	-
<i>Trolleyman.</i>	.23	-	12.42	.34½	-	-	54	-
<i>Vacuum Cleaner Operators.</i>	.24	-	12.96	.36	-	-	54	-
<i>Watchmen.</i>								
Boston,	-	-	{ 12.00 13.00 15.00 }	-	-	-	{ 70 84 77 84 }	-
<i>Welders.</i>	.27½	-	15.40	.41½	-	-	56	-

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Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Street and Electric Railway Employees — Con.								
<i>Wiremen and Electricians.</i>								
	\$0.80	-	\$15.15	\$0.45	-	-	50½	
			15.30				51	
Boston, . . . . .	.34	-	17.34	.51	-	-	51	
			20.40				60	
	.35	-	17.68	.52½	-	-	50½	
			17.85				51	
	.41	-	20.71	.61½	-	-	50½	
<i>Wiremen's Helpers.</i>								
	.20	-	10.10	.30	-	-	50½	
			10.30				51	
Boston, . . . . .	.23	-	11.62	.34½	-	-	50½	
			11.73				51	
	.25	-	12.63	.37½	-	-	50½	
<i>Wood Workers and Inside Carpenters.</i>								
	.26	-	18.26	.39	-	-	51	
			15.30				51	
Boston, . . . . .	.30	-	16.90	.45	-	-	56	
			16.83				51	
	.33	-	18.48	.49½	-	-	56	
			18.36				51	
<i>Yard Crew.</i>								
Boston, . . . . .	.21½	-	11.61	.33½	-	-	54	
Teamsters.								
<i>Ambulance Drivers.</i>								
Boston, . . . . .	.25	\$2.00	14.00	.25	\$0.25	8	56	-
<i>Bakery Wagon Drivers.</i>								
Brookton,	-	-	15.00	-	-	10	-	-
			16.00			12	-	-
			18.00				-	-
<i>Carriage Drivers and Chauffeurs.</i>								
Boston (carriage drivers),	.16½	2.00	14.00	.30	.16½	12	84	-
Boston (chauffeurs),	.20½	2.50	17.50	.30	.20½	12	84	-
<i>Coal Teamsters.</i>								
Boston:								
Chauffeur (electric), . . .	.29½	2.66½	16.00	.29½	.59½	9	54	6
Chauffeur (gasoline), . . .	.33½	3.00	18.00	.33½	.66½	9	54	6
Coal hoisting supervisors, .	.38	3.42	20.50	.65	.65	9	54	-
One-horse, . . . . .	.25½	2.33	14.00	.25½	.51½	9	54	6
Two-horse, . . . . .	.27½	2.50	15.00	.27½	.55½	9	54	6
Three-horse, . . . . .	.29½	2.67	16.00	.29½	.59½	9	54	6
Wharfmen, . . . . .	.25½	2.33	14.00	.25½	.51½	9	54	6
Fitchburg, . . . . .	.18½	2.25	13.50	-	.18½	10-	60-	-
	.22½				.22½	12	70	-
Haverhill, . . . . .	.25½	2.33	14.00	.25½	-	9	54	3
Holyoke, . . . . .	.23	2.30	14.00	.25	-	10	61	9
Lawrence, . . . . .	.22½	2.25	13.50	.25	-	10	60	-
Lawrence (helpers), . . .	.20	2.00	12.00	.25	.50	10	60	-
Lowell (one-horse), . . .	.22½	2.25	13.50	.22½	.22½	10	60	-
Lowell (two-horse), . . .	.25	2.50	15.00	.25	.25	10	60	-
Lynn,	-	2.25-	13.50-	.35	-	9	54	6
		2.75	16.50					12
Malden:								
One-horse, . . . . .	.25½	2.33	14.00	.25½	.51½	9	54	6
Two-horse, . . . . .	.27½	2.50	15.00	.27½	.55½	9	54	6
Helpers, . . . . .	.25½	2.33	14.00	.25½	.51½	9	54	6

¹ Includes board and lodging.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Teamsters — Con.								
Coal Teamsters — Con.								
Springfield,	\$0.25	\$2.50	\$15.00	\$0.25	-	10	60	4
Springfield (helpers), . . .	.21 $\frac{1}{2}$	2.17	13.00	-	-	10	60	4
Waltham (single), . . . . .	.24 $\frac{1}{2}$	2.17	13.00	.24 $\frac{1}{2}$	-	9	54	5
Waltham (double), . . . . .	.25 $\frac{1}{2}$	2.33	14.00	.25 $\frac{1}{2}$	-	9	54	5
Westfield, . . . . .	.24 $\frac{1}{2}$	2.17	13.00	.21 $\frac{1}{2}$	-	10	60	-
Worcester:								
One-horse, . . . . .	.21 $\frac{1}{2}$	2.17	13.00	.25	\$0.43 $\frac{1}{2}$	10	60	4
Two-horse, . . . . .	.23 $\frac{1}{2}$	2.33	14.00	.25	.46 $\frac{1}{2}$	10	60	4
Express Teamsters.								
Haverhill, . . . . .	.25	2.50	15.00	.37 $\frac{1}{2}$	.65	10	60	3
Lynn, . . . . .	.22 $\frac{1}{2}$	2.25	13.50	.31-	-	10	59	6
	.30 $\frac{1}{2}$	3.05	18.00	.45	-			12
Furniture Teamsters.								
Boston:								
Chauffeurs, . . . . .	.30 $\frac{1}{2}$	3.23	20.00	.40	.60 $\frac{1}{2}$	11	66	-
Helpers, . . . . .	.24 $\frac{1}{2}$	2.67	16.00	.40	.48 $\frac{1}{2}$	11	66	-
Teamsters, . . . . .	.25 $\frac{1}{2}$	2.83	17.00	.40	.51 $\frac{1}{2}$	11	66	-
Grain and Mason Supply Handlers.								
Springfield (double), . . . .	.23 $\frac{1}{2}$	2.33	14.00	-	-	10	60	6
Springfield (single), . . . .	.21 $\frac{1}{2}$	2.17	13.00	-	-	10	60	6
Ice Teamsters.								
Fitchburg, . . . . .	.16 $\frac{1}{2}$	2.00-	12.00-	-	.16 $\frac{1}{2}$	10-	60-	-
	.25	2.50	15.00	-	.25	12	70	-
Lynn,	-	2.17	13.00	-	-	-	-	-
		2.33	14.00	-	-			
		2.83	17.00	-	-			
Laundry Wagon Drivers.								
Boston, . . . . .	.33 $\frac{1}{2}$	3.00	18.00	-	.66 $\frac{1}{2}$	9	54	-
Boston (helpers), . . . . .	.27 $\frac{1}{2}$	2.50	15.00	-	.55 $\frac{1}{2}$	9	54	-
Brockton, . . . . .	.20	2.00	* 12.00	-	-	10	60	-
Lumber Teamsters.								
Boston:								
Chauffeurs, . . . . .	.36	3.24	18.00	.36	.72	* 9	50	12
Handlers, . . . . .	.20	1.80	10.00	.20	.40	* 9	50	12
One-horse, . . . . .	.30	2.70	15.00	.30	.60	* 9	50	12
Two-horse, . . . . .	.32	2.88	16.00	.32	.64	* 9	50	12
Lynn, . . . . .	.23 $\frac{1}{2}$	2.36-	13.00-	.30	.47 $\frac{1}{2}$	10	55	12
	.32 $\frac{1}{2}$	3.27	18.00	-	.65 $\frac{1}{2}$			
Milk Wagon Drivers.								
Boston, . . . . .	.27 $\frac{1}{2}$	3.26	19.00	-	-	12	70	-
Newspaper Wagon Drivers.								
Boston:								
Chauffeurs, . . . . .	.28 $\frac{1}{2}$	2.83-	17.00-	.35	.56 $\frac{1}{2}$	10	60	-
Mail, . . . . .	.36 $\frac{1}{2}$	3.67	22.00	-	.73 $\frac{1}{2}$	10	60	-
Route, . . . . .	.23 $\frac{1}{2}$	2.33	14.00	.35	.46 $\frac{1}{2}$	10	60	-
	.28 $\frac{1}{2}$	2.83	17.00	.35	.56 $\frac{1}{2}$	10	60	-

* Nine hours a day from April 1 to September 1; 10 hours a day from September 1 to April 1.

* Double time on Sundays and holidays.

* Double time on holidays.

* Besides a commission.

* Work 9 hours a day during eight months of year, and 10 hours during four months.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Teamsters — Con.								
<i>Sand and Cement Teamsters.</i>								
Boston,	\$0.20½ .27½	\$2.25 3.00	\$13.50 18.00	\$0.25	\$0.40½ .54½	11	66	3
Boston (chauffeurs), . . .	.27½ .33½	3.00 3.67	18.00 22.00	.25	.54½ .66½	11	66	3
<i>Stablemen and Garagemen.</i>								
Boston:								
Stablemen, . . . . .	.19½	2.12	14.00	.25	.25	11	72	—
Washers, . . . . .	.22½	2.44	16.00	—	—	11	72	—
<i>Teamsters — General.</i>								
Boston, . . . . .	.20½ .31½	2.17- 3.33	13.00- 20.00	.25- .35	.41½- .63½	10½	63	—
Brockton, . . . . .	.25	2.25	13.50	.30	.50	9	54	3
Fitchburg, . . . . .	.16½	2.00	12.00	—	.16½	10- 12	60- 70	—
Gloucester, . . . . .	.20	2.00	12.00	.25	.30	10	60	—
Marblehead, . . . . .	.24½	2.34	14.06	.25	.37	9½	57	3
Natick, . . . . .	.24½ .29½	2.17- 2.67	13.00- 16.00	.25	—	9	54	—
Quincy:								
One-horse,	—	—	12.50	—	—	—	—	—
Two-horse,	—	—	14.00	—	—	—	—	—
Three-horse,	—	—	15.00	—	—	—	—	—
Four-horse,	—	—	16.00	—	—	—	—	—
Five-horse,	—	—	17.00	—	—	—	—	—
Six-horse,	—	—	18.00	—	—	—	—	—
Salem (double), . . . . .	.26½	2.64	14.50	.35	.52½	10	55	12
Salem (single), . . . . .	.23½	2.36	13.00	.35½	.35½	10	55	12
<i>Transfer Drivers.</i>								
Boston, . . . . .	.23½	2.33	14.00	.25	.46½	10	60	—
Boston (helpers), . . . . .	.18½	1.83	11.00	.25	.36½	10	60	—
Telephone Operators.								
Boston:								
Under one year, . . . . .	.13½ .16½	1.00- 1.25	* 6.00- 7.50	.20- .25	.20- .25	7½	41½ 45	* 12
One year, . . . . .	.17½	1.33	8.00	.26½	.26½	7½	41½ 45	* 12
One and one-half years, . . .	.20	1.50	9.00	.30	.30	7½	41½ 45	* 12
Two and one-half years, . . .	.22½	1.67	10.00	.33½	.33½	7½	41½ 45	* 12
Four years, . . . . .	.24½	1.83	11.00	.36½	.36½	7½	41½ 45	* 12
Six years, . . . . .	.26½	2.00	12.00	.40	.40	7½	41½ 45	* 12
Chief, assistant, . . . . .	.26½ .40	2.17- 3.00	13.00- 18.00	.43½ .60	.43½ .60	7½	41½ 45	* 12
Chief, . . . . .	.33½ .56½	2.50- 4.17	15.00- 25.00	.60- .83½	.50- .83½	7½	41½ 45	* 12
Senior operators, . . . . .	.22½ .29½	1.67- 2.17	10.00- 13.00	.33½ .43½	.33½ .43½	7½	41½ 45	* 12
Supervisors, . . . . .	.26½ .33½	2.00- 2.50	12.00- 15.00	.40- .50	.40- .50	7½	41½ 45	* 12

¹ Work 6 hours on Sunday.

² Double time for holidays.

³ During first year of service, weekly rates increase 50 cents every three months.

⁴ Work 41½ hours for 6 months and 45 hours for 6 months, alternating each week.

⁵ Receive half-holiday on alternate Saturdays.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Telephone Operators — Con.								
Lynn:								
Operators,	\$0.13 $\frac{1}{2}$ 27 $\frac{1}{2}$ %	\$1.09 2.18	\$6.00 12.00	\$0.30 $\frac{1}{2}$ 40 $\frac{1}{2}$ %	\$0.20 $\frac{1}{2}$ 40 $\frac{1}{2}$ %	18	44	12
Senior operators,	22 $\frac{1}{2}$ % 20 $\frac{1}{2}$ %	1.83 2.36	10.00 13.00	-	-	18	44	12
Supervisors,	27 $\frac{1}{2}$ % 34 $\frac{1}{2}$ %	2.18 2.73	12.00 15.00	-	-	18	44	12
Springfield:								
Four weeks in school,	-	-	4.00	-	-	18	-	-
First six months,	-	-	6.00	-	-	18	-	-
Second six months,	-	-	7.00	-	-	18	-	-
First year,	-	-	8.00	-	-	18	-	-
Second year,	-	-	9.00	-	-	18	-	-
Third year,	-	-	10.00	-	-	18	-	-
Fourth year,	-	-	11.00	-	-	18	-	-
Textile Operatives.								
<i>Beamers.</i>								
New Bedford,	27 $\frac{1}{2}$ %	2.67	14.80	41 $\frac{1}{2}$ %	54 $\frac{1}{2}$ %	9 $\frac{1}{2}$ %	54	12
<i>Corders.</i>								
Fall River,	13 $\frac{1}{2}$ %	1.36	7.00	-	-	9 $\frac{1}{2}$ %	54	12
New Bedford,	14 $\frac{1}{2}$ %	1.43	8.00	-	-	9 $\frac{1}{2}$ %	54	12
<i>Cloth Pressmen.</i>								
Holyoke,	31 $\frac{1}{2}$ %	3.08	17.05	47 $\frac{1}{2}$ %	-	9 $\frac{1}{2}$ %	54	12
<i>Dyers.</i>								
Holyoke:								
Cloth crabbers,	20 $\frac{1}{2}$ %	1.99	11.00	25 $\frac{1}{2}$ %	-	9 $\frac{1}{2}$ %	54	12
Cloth dryers,	23 $\frac{1}{2}$ %	2.33	12.80	29 $\frac{1}{2}$ %	-	9 $\frac{1}{2}$ %	54	12
Cloth dyers,	20 $\frac{1}{2}$ %	1.99	11.00	25 $\frac{1}{2}$ %	-	9 $\frac{1}{2}$ %	54	12
Warp dyers,	20 $\frac{1}{2}$ %	1.99	11.00	25 $\frac{1}{2}$ %	-	9 $\frac{1}{2}$ %	54	12
Lawrence,	16 $\frac{1}{2}$ %	1.61	8.91	16 $\frac{1}{2}$ %	-	9 $\frac{1}{2}$ %	54	12
Lawrence (finishers),	16 $\frac{1}{2}$ %	1.51	8.37	15 $\frac{1}{2}$ %	-	9 $\frac{1}{2}$ %	54	12
<i>Electricians.</i>								
Lowell,	{ .22 .25	2.20 2.50	12.21- 13.88	.27 $\frac{1}{2}$ % .31 $\frac{1}{2}$ %	.27 $\frac{1}{2}$ % .31 $\frac{1}{2}$ %	{ 10 56 $\frac{1}{2}$	56 $\frac{1}{2}$	12
<i>Folders.</i>								
Taunton (cotton), . . . . .	.30	3.15	17.40	.30	.30	10 $\frac{1}{2}$ %	58	12
<i>Loomfixers.</i>								
Adams, . . . . .	.27	2.63	14.58	.27	-	9 $\frac{1}{2}$ %	54	12
Boston (milk),	35 $\frac{1}{2}$ %	3.45	19.00	-	.53	9 $\frac{1}{2}$ %	53 $\frac{1}{2}$ %	12
Chicopee, . . . . .	.27 $\frac{1}{2}$ %	2.71	15.00	.27 $\frac{1}{2}$ %	.27 $\frac{1}{2}$ %	9 $\frac{1}{2}$ %	54	12
Chicopee (Draper),	26 $\frac{1}{2}$ %	2.58	14.30	39 $\frac{1}{2}$ %	39 $\frac{1}{2}$ %	9 $\frac{1}{2}$ %	54	12
Chicopee (fancy),	26 $\frac{1}{2}$ %	2.58	14.30	39 $\frac{1}{2}$ %	39 $\frac{1}{2}$ %	9 $\frac{1}{2}$ %	54	12
Chicopee (plain),	20 $\frac{1}{2}$ %	1.99	11.00	30 $\frac{1}{2}$ %	30 $\frac{1}{2}$ %	9 $\frac{1}{2}$ %	54	12
Clinton (cotton), . . . . .	.26	2.58	14.04	-	-	9 $\frac{1}{2}$ %	54	12
Lawrence, . . . . .	.30	2.93	16.20	.37 $\frac{1}{2}$ %	-	9 $\frac{1}{2}$ %	54	12
Lowell, . . . . .	.23 $\frac{1}{2}$ % .25	2.26 2.43	12.50 13.50	.34 $\frac{1}{2}$ % .37 $\frac{1}{2}$ %	.34 $\frac{1}{2}$ % .37 $\frac{1}{2}$ %	{ 9 $\frac{1}{2}$ % 54	54	12

* Work 7 hours on "split trick."

† Allowed a half-holiday every sixth week.

‡ Receive one-half hour's pay for working five minutes or more overtime.

§ Eight hours on day work; 7 $\frac{1}{2}$ hours on night work.

|| Receive \$1 a week additional for "split trick" and night work and 60 cents for carfare. Girls working from 10 P.M. to 7 A.M. receive \$2 additional.

¶ Average.

‡ For holidays only.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Textile Operatives.								
— Con.								
<i>Loomfixers — Con.</i>								
New Bedford,	\$0.29½	\$2.83	\$15.70	\$0.36½	\$0.43½	9¼	54	12
North Adams, . . . . .	.27½	2.72	15.06	.37½	—	9¼	54	12
Salem, . . . . .	.27½	2.71	15.00	—	—	9¼	54	12
Taunton (cotton), . . . . .	.25½	2.55	14.00	—	—	9¼	54	12
<i>Mule Spinners.</i>								
Holyoke, . . . . .	.29½	2.88	16.00	—	—	9¼	54	12
Lawrence, . . . . .	.32½	3.16	17.50	—	—	9¼	54	12
<i>Slasher Tenders.</i>								
Fall River, . . . . .	.22½	2.22	12.30	.22½	.22½	9¼	54	12
<i>Spinners.</i>								
Fall River,	{ .09½ .11½ .12½ .15½	{ .91 1.08 1.25 1.50	{ 5.00 6.00 7.00 8.24	{ — — — —	{ — — — —	{ 9¼ 9¼ 9¼ 9¼	{ 54 54 54 54	{ 12 12 12 12
<i>Textile Workers, n. e. s.</i>								
Ludlow,	{ .14½ .24½	{ 1.04 2.89	{ 8.00 13.00	{ — —	{ — —	{ 7- 12 }	{ 54 54	{ 12 12
<i>Twisters.</i>								
Boston (silk), . . . . .	.33½	3.28	18.00	—	.50	9¼	53½	12
<i>Warp Preparers.</i>								
Lawrence, . . . . .	.25	2.44	13.50	.25	—	9¼	54	12
<i>Warp Twisters.</i>								
New Bedford,	1-	1-	{ 15.40- 16.00 }	1-	1-	9¼	54	12
<i>Weavers.</i>								
Boston (silk — men), . . . . .	.27½	—	15.00	—	—	9¼	53½	12
Boston (silk — women), . . . . .	.20	2.00	10.75	—	—	9¼	53½	12
Easthampton (elastic goring), . . . . .	.20	2.00	11.00	—	—	10	55	12
Taunton, . . . . .	.16½	1.65	9.06	—	—	9¼	54	12
<i>Wool Sorters.</i>								
Barre, . . . . .	.31	3.26	18.00	.46½	.62	10½	58	12
Holyoke, . . . . .	.31½	3.03	16.79	.31½	—	9¼	54	12
Lawrence, . . . . .	.27½	2.71	15.00	—	—	9¼	54	12
Lowell,	{ .28½ .30	{ 2.80 3.06	{ 15.50 16.20	{ .28½ .30	{ .28½ .30	{ 9¼ 10	{ 54 54	{ 12 12
Lowell (mohair), . . . . .	.31½	{ 3.07- 3.15 }	{ 17.00 17.00 }	.31½	.31½	{ 9¼ 10 }	{ 54 54	{ 12 12
Theatrical Stage Employees.								
<i>Carpenters.</i>								
Fall River,	—	—	20.00	—	—	—	—	—
Fitchburg,	—	—	18.00	.40	.40	—	49	—
Lawrence,	—	—	* 20.00	—	—	—	—	—
New Bedford,	—	—	22.50	.40	.70	—	—	—

¹ Piece rates.

² Time and one-quarter for overtime.

³ Time and one-quarter to time and one-half for Sundays and holidays.

⁴ No overtime paid on holidays in any city. In Boston the wages and hours of theatrical stage employees in the various lines of work differ according to the class of theatre and the number of performances played.

⁵ Stock carpenters \$25 a week.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Theatrical Stage Employees — Con.								
<i>Carpenters — Con.</i>								
North Adams,	-	\$1.75	\$18.00	\$0.30	\$0.60	-	58	-
Northampton,	-	-	20.00	.40	.80	-	-	-
Salem,	-	-	25.00	.75	1.00	-	48	-
Springfield,	-	-	25.00	-	-	-	-	-
Waltham,	-	-	18.00	.20	.45	-	48	-
Worcester,	-	-	25.00	.52	1.04	-	48	-
<i>Carpenters, Assistant.</i>								
New Bedford,	-	-	16.00	.40	.70	-	-	-
North Adams,	\$0.30	\$1.00	15.00	.30	.60	-	-	-
Northampton,	-	-	18.00	.30	.60	-	-	-
<i>Electricians.</i>								
Fall River,	-	-	15.00	-	-	-	-	-
Lawrence,	-	-	18.00	-	-	-	-	-
New Bedford,	-	\$1.50	16.50	.40	.70	-	-	-
North Adams,	-	\$1.00	15.00	.30	.60	-	-	-
Northampton,	-	-	15.00	.30	.60	-	-	-
Salem,	-	-	18.00	.50	1.00	-	48	-
Springfield,	-	-	20.00	-	-	-	-	-
Waltham,	-	-	20.00	.30	.45	-	-	-
<i>Flymen.</i>								
New Bedford,	-	\$1.50	14.00	.40	-	-	-	-
North Adams,	-	\$1.00	12.00	.30	.60	-	-	-
Northampton,	-	-	15.00	.30	.60	-	-	-
Springfield,	-	-	18.00	-	-	-	-	-
Worcester,	-	-	16.00	.33	.66	-	48	-
<i>General Stage Employees.</i>								
Fall River,	-	-	15.00	.35	.50	-	-	-
Fitchburg,	-	-	13.50	.40	.40	-	49	-
Lowell,	-	\$1.50	-	.40	.60	-	49	-
Northampton,	-	-	13.50	.30	.60	-	-	-
Salem,	-	\$1.25	-	.50	1.50	-	48	-
Waltham,	-	-	10.00	-	-	-	-	-
<i>Grips.</i>								
Brockton,	-	-	12.00	.30	.60	-	50	-
Lawrence,	-	\$1.50	-	.50	.75	-	48	-
North Adams,	-	\$1.00	12.00	.30	.60	-	-	-
Springfield,	-	\$1.50	16.00	.80	-	-	-	-
<i>Lighting Operators.</i>								
New Bedford,	-	\$1.50	-	-	-	-	-	-
Springfield,	-	\$1.00	-	-	-	-	-	-
<i>Moving Picture Operators.</i>								
Boston,	-	-	\$20.00 } 1.00	1.00	1.00	{ 6	{ 42	-
Fitchburg,	-	-	23.33 }	.40	.40	{ 7	{ 49	-
Lawrence, . . . . .	.52	\$3.15	23.00	.75	.75	{ 6	{ 44	-
Lowell, . . . . .	.37½	3.00	21.00	.50	.50	8	56	-
New Bedford (Union A), . . . . .	.49½	-	18.00	.49½	.49½	6	36½	-

¹ A performance.² Five dollars a day for Sunday work.³ Four dollars a day for Sunday work.⁴ A performance for stage work; \$1.75 a performance for front lighting.⁵ For 6 days \$20, for 7 days \$23.33; traveling operators shall receive not less than \$35 a week and expenses.⁶ For 6 days and \$4.15 for Sunday.⁷ Seven hours each on Saturday and Sunday.

Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over-time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half-holiday in Effect
Theatrical Stage Employees — Con.								
Moving Picture Operators — Con.								
New Bedford (Union B),	\$0.54	\$3.25	\$19.50	\$0.54	\$5.00	-	36	-
Northampton,	-	-	\$20.00	-	-	-	-	-
Springfield:								
First operators,	{ .44% .46% }	-	{ \$20.00 21.00 }	.50	1.00	7	45	-
Operators (seven performances),	{ .65 .33% }	-	{ 16.00 15.00 }	.50	1.00	3½	24½	-
Second operators,	{ .40 .42% }	-	{ 18.00 19.00 }	.50	1.00	7	45	-
Waltham,	-	-	20.00	.30	-	-	-	-
Worcester,	-	-	20.00	.50	1.00	-	36	-
Property Clearers.								
New Bedford,	-	\$1.50	-	-	-	-	-	-
North Adams,	-	\$1.50	-	-	-	-	-	-
Propertymen.								
Fall River,	-	-	15.00	.35	.50	-	-	-
Lawrence,	-	-	18.00	-	-	-	-	-
New Bedford,	-	-	16.50	.40	.70	-	-	-
North Adams,	-	\$1.00	15.00	-	-	-	-	-
Northampton,	-	-	15.00	.30	.60	-	-	-
Salem,	-	-	15.00	.35	-	-	48	-
Springfield,	-	-	20.00	.30	-	-	-	-
Waltham,	-	-	12.00	.30	.45	-	48	-
Worcester,	-	-	16.00	.30	.60	-	48	-
Propertymen, Assistant.								
New Bedford,	-	-	14.00	-	-	-	-	-
North Adams,	-	\$1.00	12.00	-	-	-	-	-
Tile Layers.								
Boston,	.68%	5.50	30.25	1.37½	1.37½	8	44	12
Helpers.								
Boston,	.37½	3.00	16.50	.75	.75	8	44	12
Tobacco Strippers.								
Boston:								
All round strippers,	.15%	1.24	7.00	-	\$3.31%	8	45	12
All round strippers and bookers,	.17%	1.42	8.00	-	\$3.35%	8	45	12
Binder strippers,	.15%	1.24	7.00	-	\$3.31%	8	45	12
Binder strippers (machine),	.20	1.60	9.00	-	\$7.40	8	45	12
Wrapper bookers,	.20	1.60	9.00	-	\$7.40	8	45	12
Wrappers, bookers, and strippers,	.17%	1.42	8.00	-	\$3.35%	8	45	12
Wrapper strippers (machine),	.22%	1.78	10.00	-	\$7.44%	8	45	12
Wrapper strippers,	.15%	1.24	7.00	-	\$7.31%	8	45	12
Springfield,	{ .14% .16% .18% }	{ 1.24 1.42 1.59 }	{ 7.00 8.00 9.00 }	{ - - - }	{ .29% .33% .37% }	{ 8½ 8½ 8½ }	{ 48 48 48 }	{ - - - }

¹ A performance.

² Five dollars a day for Sunday work.

³ Eighteen dollars and \$16 paid to assistants.

⁴ Wages regulated by capacity of theatre and by continuous hours of performances.

⁵ Three dollars and thirty three and one-half cents a day for Sunday work.

⁶ Three dollars a day for Sunday work.

⁷ Double pay for Saturday afternoon also.

*Union Scale of Wages and Hours of Labor in Each Occupation on October 1, 1913: By
Municipalities — Concluded.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Hour	Day	Week	Over- time (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Weekly Half- holiday in Effect
Upholsterers.								
Boston (custom), . . .	\$0.44	\$3.96	\$22.00	\$0.66	\$0.88	9	50	12
Boston:								
Carpet cutters, . . .	{ .47½- .54½	3.83 4.33	23.00- 26.00	.71½- .81½	.95½- 1.08½	{ 8	48	3
Carpet layers, . . .	{ .47½- .40½	3.83 3.25	23.00 19.50	.71½- .61-	.95½- .81½	{ 8	48	3
Carpet measurers, . . .	{ .47½- .40½	3.83 3.25	23.00 19.50	.71½- .61-	.95½- .81½	{ 8	48	3
Machine operators, . . .	{ .47½- .40½	3.83 3.25	23.00 19.50	.71½- .61-	.95½- .81½	{ 8	48	3
Waiters.								
(See Cooks.)								

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The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

THIRTEENTH ANNUAL

DIRECTORY OF LABOR ORGANIZATIONS

IN

MASSACHUSETTS

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DIRECTORY OF LABOR ORGANIZATIONS IN MASSACHUSETTS, 1914.

INTRODUCTION.

The matter presented herewith constitutes the thirteenth annual edition of the Directory of Labor Organizations in Massachusetts,¹ the first directory of this character having been published by this Bureau in August, 1902.

The present edition consists of four divisions: (I.) "National and International Organizations," having one or more affiliated local unions in the United States; (II.) "State, District, and Trades Councils," consisting of organizations composed of delegates from local organizations within a particular trade or group of trades, or within a definite district comprising more than a single city or town; (III.) "Central Labor Unions and Councils," composed of delegates from local unions in the same locality; and (IV.) "Local Trade Unions," composed of wage-earners in a single locality directly associated in what may be called the "unit" body of organization.

Various methods of securing information have been used in conjunction with each other in compiling the present directory. There have been added to a card file, consisting of an individual card for each organization included in the directory for 1913, additional cards for unions organized since that time. Careful records have been kept on these cards of all changes in meeting places, secretaries, and other information pertinent to the subject. Schedules were sent in December, 1913, to all of the National and International Unions in the United States requesting a list of their affiliated locals in Massachusetts, together with the names and addresses of the respective local secretaries. Similar schedules were sent to all State, District, and Trades Councils, and Central Labor Unions and Councils. The Bureau has been able, by these means, and also by a careful consideration of newspaper clippings relative to labor organizations

¹ Prior editions of the directory have been published in our Labor Bulletins as follows: No. 23 (August, 1902), No. 24 (November, 1902), No. 33 (September, 1904), No. 37 (September, 1905), No. 43 (September, 1906), No. 52 (September, 1907), No. 61 (September, 1908), No. 68 (October, 1909), No. 76 (September, 1910), No. 83 (September, 1911), No. 93 (August, 1912) and No. 94 (March, 1913).

in the Commonwealth, to secure information with reference to the organization of new unions, the disbanding of those formerly existing, and changes in the data relative to organizations previously listed.

A schedule of inquiries, among which were certain inquiries which had special reference to this edition of the directory, was mailed on December 31, 1913, to each local union in Massachusetts known to be in existence. Schedules were received by mail directly or were obtained by special agents of the Bureau from approximately 96¹ per cent of the organizations listed in this edition. In the remaining cases, the desired information has been obtained from the secretary of the National or International organization with which the local organization is affiliated, or from some other reliable source.

Owing to the fact that the collection of returns and the preparation and printing of the directory necessarily cover a period of several weeks, some changes have no doubt occurred since the information herein presented was obtained, consequently those who have occasion to consult this directory should bear this fact in mind. Local secretaries are urged to send notice of any change in the particulars published herein concerning the organizations with which they may be connected.

In the compilation of this edition of the directory the Bureau has been accorded a most encouraging response to its inquiries by the officials with whom it has had occasion to communicate.

The four divisions of the directory begin on pages as follows:

I. National and International Organizations,	page 5
II. State, District, and Trades Councils,	page 9
III. Central Labor Unions and Councils,	page 12
IV. Local Trade Unions,	page 16

Abbreviations for the union officials follow: B. A. for Business Agent; C. R., Corresponding Representative; C. S., Corresponding Secretary; Ch., Chairman; D. M. W., District Master Workman; F. A. E., First Assistant Engineer; F. S., Financial Secretary; Gen. S., General Secretary; Gr. S., Grand Secretary; Int. S., International Secretary; M. W., Master Workman; Nat. S., National Secretary; Org., Organizer; Pres., President; R. S., Recording Secretary; S., Secretary; S. T., Secretary-Treasurer; Treas., Treasurer; V. P., Vice President.

¹ The number of schedules sent out was 1,826, of which number 168 were to national organizations, 71 to State, district and trades councils, 99 to central labor unions and councils, and 1,488 to local trade unions. Returns were received from all but 72 organizations, or 3.9 per cent of the total number, prior to going to press on March 9, 1914.

I. NATIONAL AND INTERNATIONAL ORGANIZATIONS.

[In this division of the directory appear the names of those national and international organizations which have one or more affiliated local unions in the United States. The name of the union is first given, followed by the name and address of the general secretary or other officer acting as correspondent.

Organizations which are affiliated with the American Federation of Labor are indicated by an asterisk (*).

Organizations which have no affiliated local unions or councils in Massachusetts are indicated by a dagger (†).]

American Federation of Labor. Samuel Gompers, Pres.; Frank Morrison, S., 801-809 G St., N. W., Washington, D. C.; John B. Lennon, Treas., Bloomington, Ill.

Departments, A. F. of L.

**Building Trades Department.* William J. Spencer, S. T., 412-414 Ouray Bldg., Washington, D. C.

**Metal Trades Department.* Albert J. Berres, S. T., 512-513 Ouray Bldg., Washington, D. C.

**Mining Department.* Ernest Mills, S. T., 503-511 Denham Bldg., Denver, Col.

**Railroad Employees Department.* John Scott, S. T., 301 Sawyer Bldg., St. Louis, Mo.

**Union Label Trades Department.* Thomas F. Tracy, S. T., 708-710 Ouray Bldg., Washington, D. C.

**Actors Union of America, White Rats.* W. W. Waters, S. T., 227-231 W. 46th St., New York, N. Y.

**Asbestos Workers, International Association of Heat and Frost Insulators and.* Thomas J. McNamara, Int. S., 2516 Slatery St., St. Louis, Mo.

**Bakery and Confectionery Workers International Union of America.* Otto E. Fischer, Int. S., 212 Bush Temple of Music, Chicago, Ill.

**Barbers International Union of America, Journeymen.* Jacob Fischer, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.

Bartenders International League. (See *Hotel and Restaurant Employees International Alliance*).

**Bill Posters and Billers of America, International Alliance of.* William McCarthy, Int. S., 809 Fitzgerald Bldg., 1482-90 Broadway, New York, N. Y.

**Blacksmiths and Helpers, International Brotherhood of.* William F. Kramer, Gen. S. T., 570-585 Monon Bldg., Chicago, Ill.

**Boiler Makers, Iron Ship Builders, and Helpers of America, International Brotherhood of.* William J. Gilthorpe, Int. S. T., 7-12 Law Bldg., Kansas City, Kan.

**Bookbinders, International Brotherhood of.* James W. Dougherty, Int. S. T., 222 E. Michigan St., Indianapolis, Ind.

Boot and Shoe Cutters Assembly of the Knights of Labor, National. Bennett M. Jayne, Nat. S. T., 402 N. 42nd St., Philadelphia, Pa.

**Boot and Shoe Workers Union.* John F. Tobin, Gen. Pres.; C. L. Baine, Gen. S. T., 246 Summer St., Boston, Mass.

**Brewery Workmen of America, International Union of the United.* Joseph Proebstle, Int. S., 2347-51 Vine St., Cincinnati, Ohio.

*†*Brick, Tile, and Terra Cotta Workers Alliance, International.* William Van Bodegraven, S. T., 2341 W. 12th St., Chicago, Ill.

Bricklayers, Masons, and Plasterers International Union of America. William Dobson, S., University Park Bldg., Indianapolis, Ind.

**Bridge and Structural Iron Workers, International Association of.* Harry Jones, S. T., 422-424 American Central Life Bldg., Indianapolis, Ind.

*†*Broom and Whisk Makers Union, International.* Will R. Boyer, Int. S. T., 851 King Pl., Chicago, Ill.

*†*Brushmakers International Union.* George J. Vitschun, Gen. S. T., 2052 Gates Av., Brooklyn, N. Y.

Building Laborers, International Protective Union of. S. P. Johnson, Gen. S., 2326 E. Eighth St., Los Angeles, Cal.

Car Workers, International Association of. G. W. Gibson, S. T., 1209-10 Morton Bldg., 538 S. Dearborn St., Chicago, Ill.

Card Machine Operators Union of America. Percy Milner, Gen. S., 54 Woodland St., Worcester, Mass.

Card Room Operatives of America, Amalgamated. Thomas Blacow, S., 34 Stapleton St., New Bedford, Mass.

Carpenters and Joiners, Amalgamated Society of. Thomas Atkinson, Sec., U. S. Ex. Board, 76 Bible House, New York, N. Y.

**Carpenters and Joiners of America, United Brotherhood of.* Frank Duffy, Gen. S., Carpenters Bldg., 222 E. Michigan St., Indianapolis, Ind.

**Carriage, Wagon, and Automobile Workers of North America, International Union of.* William P. Mavell, S. T., 30 Chapin Blk., Buffalo, N. Y.

**Carvers Association of North America, International Wood.* Thomas J. Lodge, Gen. S., 10 Carlisle St., Grove Hall, Mass.

**Cement Workers, American Brotherhood of.* Henry J. Ullner, S. T., 705 Clunie Bldg., California and Montgomery Sts., San Francisco, Cal.

†*Chandelier, Brass, and Metal Workers of North America, Brotherhood of.* J. Grinthal, S. T., 393 Second Av., New York, N. Y.

National and International Organizations.

- **Cigar Makers International Union of America.* George W. Perkins, Int. Pres., 820 Monon Bldg., Chicago, Ill.
- **Clerks International Protective Association, Retail.* H. J. Conway, S. T., Lock Drawer 248, Lafayette, Ind.
- **Cloth Hat and Cap Makers of North America, United.* Max Zuckerman, Gen. S., 62 E. Fourth St., New York, N. Y.
- **Commercial Telegraphers Union of America, The.* Wesley Russell, Gen. S. T., 922-930 Monon Bldg., Chicago, Ill.
- *†*Compressed Air and Foundation Workers Union of the United States and Canada, International.* James G. Andrew, Pres., 309 Bloomfield St., Hoboken, N. J.
- **Coopers International Union of North America.* William R. Deal, Int. S. T., Bishop Bldg., Kansas City, Kan.
- **Cutting Die and Cutter Makers, International Union of.* William Bondy, S. T., 727 Manida St., Bronx, N. Y.
- *†*Diamond Workers Protective Union of America.* Andries Meyer, Pres., 323 Washington St., Brooklyn, N. Y.
- Drop and Machine Forgers, Die Sinkers, and Trimmer Makers, United Association of.* E. F. Siviter, Gen. S. T., 106 Rapleye St., Brooklyn, N. Y.
- **Electrical Workers, International Brotherhood of (A. F. of L.).* Charles P. Ford, Int. S., Pierik Bldg., Springfield, Ill.
- Electrical Workers, International Brotherhood of.* J. W. Murphy, Gen. S., Box 42, Springfield, Ill.
- **Elevator Constructors, International Union of.* William Young, S. T., Room 418, Perry Bldg., 16th and Chestnut Sts., Philadelphia, Pa.
- Engineers, Amalgamated Society of.* William Delahay, S., American Council, 309 Broadway, New York, N. Y.
- **Engineers, International Union of Steam and Operating.* James G. Hannahan, Gen. S., 6334 Yale Av., Chicago, Ill.
- **Firemen, International Brotherhood of Stationary.* C. L. Shamp, Int. S. T., 3615 N. 24th St., Omaha, Neb.
- **Foundry Employees, International Brotherhood of.* George Bechtold, S. T., 200 S. Broadway, St. Louis, Mo.
- **Freight Handlers, Brotherhood of Railroad.* George H. Kroeger, S. T., 816-24 Harrison St., Chicago, Ill.
- **Fur Workers of the United States and Canada, International.* Samuel Korman, Gen. S. T., 32 Union Sq., New York, N. Y.
- **Garment Workers of America, United.* B. A. Larger, Gen. S., 116-122 Bible House, New York, N. Y.
- **Garment Workers Union, International Ladies.* John A. Dyche, Gen. S. T., 32 Union Sq., New York, N. Y.
- *†*Glass Bottle Blowers Association of the United States and Canada.* William Lauener, Int. S., 930-932 Witherspoon Bldg., Juniper and Walnut Sts., Philadelphia, Pa.
- †*Glass Snappers National Protective Association, Window.* L. L. Jacklin, Nat. S., Kane, Pa.
- **Glass Workers International Association of America, Amalgamated.* Albert J. Scott, Gen. S. T., Room 204, 118 E. 28th St., New York, N. Y.
- †*Glass Workers of America, National Window.* Charles Bryant, S., 417-420 Electric Bldg., Cleveland, Ohio.
- **Glass Workers Union, American Flint.* William P. Clarke, S. T., 928-931 Ohio Bldg., Toledo, Ohio.
- **Glove Workers Union of America, International.* Miss Elisabeth Christman, S. T., 506 Bush Temple of Music, Chicago, Ill.
- Government Employees, National League of.* George L. Cain, Nat. Pres., 11 LaGrange Ter., Lynn, Mass.
- **Granite Cutters International Association of America The.* James Duncan, Int. Pres., Hancock Bldg., Quincy, Mass.
- *†*Grinders and Finishers National Union, Pocket Knife Blade.* F. A. Didsbury, Nat. S., 508 Brook St., Bridgeport, Ct.
- Hat Finishers Association of the United States, Wool.* J. J. Flanagan, Nat. S. T., 96 Aubin St., Amesbury, Mass.
- **Hatters of North America, United.* Martin Lawlor, Nat. S. T., 11 Waverly Pl., New York, N. Y.
- **Hod Carriers, Building and Common Laborers Union of America, International.* A. Persion, Gen. S. T., Box 597, Albany, N. Y.
- **Horseshoers of the United States and Canada, International Union of the Journeymen.* Hubert S. Marshall, S. T., 605 Second National Bank Bldg., Cincinnati, Ohio.
- **Hotel and Restaurant Employees International Alliance and Bartenders International League of America.* Jere L. Sullivan, Gen. S. T., Commercial Tribune Bldg., Cincinnati, Ohio.
- Industrial Workers of the World.* Vincent St. John, Gen. S. T., Room 307, 164-166 W. Washington St., Chicago, Ill.
- Industrial Workers of the World.* Herman Richter, Gen. S. T., P. O. Box 651, Detroit, Mich.
- *†*Iron, Steel, and Tin Workers of the United States, Amalgamated Association of.* M. F. Tighe, S. T., 501 House Bldg., Smithfield and Water Sts., Pittsburg, Pa.
- Knights of Labor.* J. Frank O'Meara, S., Bliss Bldg., Washington, D. C.; Thomas H. Canning, Gen. M. W., 228 Tremont St., Boston, Mass.
- *†*Lace Operatives of America, The Chartered Society of Amalgamated.* David L. Gould, Gen. S., 545 W. Lehigh Av., Philadelphia, Pa.
- **Lathers International Union, Wood, Wire, and Metal.* Ralph V. Brandt, Gen. S. T., 401 Superior Bldg., Cleveland, Ohio.
- **Laundry Workers International Union.* Harry L. Morrison, Gen. S. T., 604 Second Av., Troy, N. Y.
- **Leather Workers on Horse Goods, International United Brotherhood of.* John J. Pfeiffer, Gen. S. T., 504-5 Postal Bldg., Kansas City, Mo.
- Leather Workers Union of America, Amalgamated.* James J. Brennan, S., 223 Perry St., Lowell, Mass.
- Letter Carriers, National Association of.* Edward J. Cantwell, Nat. S., 945 Pennsylvania Av., N. W., Washington, D. C.

National and International Organizations.

- Lithographers International Protective and Beneficial Association of the United States and Canada.* James M. O'Connor, Gen. S. T., Langdon Bldg., 309 Broadway, New York, N. Y.
- Lithographic Press Feeders of the United States and Canada, International Protective Association of.* Henry C. Krans, Int. S., 200 E. 23rd St., New York, N. Y.
- Lithographic Workmen, International Union of.* Wm. J. Reel, S., New York, N. Y.
- Locomotive Engineers, Brotherhood of.* William B. Prenter, First Grand Engineer, 1118 B. of L. E. Bldg., Cleveland, Ohio.
- Locomotive Firemen and Enginemen, Brotherhood of.* A. H. Hawley, Gen. S. T., Peoria, Ill.
- Longshoremen's Association, International.* John J. Joyce, S. T., 702 Brisbane Bldg., Buffalo, N. Y.
- Loomfixers International Union.* Oliver Christian, Nat. S., Box 8, Lawrence, Mass.
- Machine Printers and Color Mixers of the United States, National Association of.* Patrick E. Lyons, Nat. S., 334 Trenton Av., Buffalo, N. Y.
- Machinists, International Association of.* George B. Preston, Gen. S. T., McGill Bldg., 908-914 G St., N. W., Washington, D. C.
- Mailers Trade District Union.* James P. McNichols, S., Flat 15, 442 Garfield Av., Chicago, Ill.
- Maintenance of Way Employees, International Brotherhood of.* Samuel J. Pegg, Gr. S. T., 27 Putnam Av., Detroit, Mich.
- Marble Workers, International Association of.* Stephen C. Hogan, Gen. S. T., 406 E. 149th St., New York, N. Y.
- Meat Cutters and Butcher Workmen of North America, Amalgamated.* Homer D. Call, S. T., 212 May Av., Syracuse, N. Y.
- Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America.* Charles R. Atherton, Gen. S. T., Neave Bldg., Cincinnati, Ohio.
- Metal Workers International Alliance, Amalgamated Sheet.* John E. Bray, Gen. S. T., 407 Nelson Bldg., Kansas City, Mo.
- Mine Workers of America, United.* William Green, S. T., 1106 State Life Bldg., Indianapolis, Ind.
- Miners, Western Federation of.* Ernest Mills, S. T., 503-511 Denham Bldg., Denver, Col.
- Molders Union of North America, International.* Victor Kleiber, S., 530 Walnut St., Cincinnati, Ohio.
- Musical and Theatrical Union, American International.* W. Shurtleff, Int. S., P. O. Box 135, Station B, Washington, D. C.
- Musicians, American Federation of.* Owen Miller, S., 3535 Pine St., St. Louis, Mo.
- Painters, Decorators, and Paperhangers of America, Brotherhood of.* J. C. Skemp, Gen. S. T., Box 99, Lafayette, Ind.
- Paper Makers, International Brotherhood of.* J. T. Carey, Pres., 127 N. Pearl St., Albany, N. Y.
- Pattern Makers League of North America.* James Wilson, Gen. Pres., 1008-1009 Second National Bank Bldg., Cincinnati, Ohio.
- Pavers, Rammermen, Flag-Layers, Asphalt Workers, Bridge and Stone Curb Setters, International Union of.* Edward I. Hannah, Gen. S., 223 E. 59th St., New York, N. Y.
- Paving Cutters Union of the United States of America and Canada.* Carl Bergstrom, Gen. S., L. B. 27, Albion, N. Y.
- Photo-Engravers Union of North America, International.* Louis A. Schwars, S. T., 5609 Germantown Av., Philadelphia, Pa.
- Piano, Organ, and Musical Instrument Workers Union of America, International.* Charles Dold, Pres., 1037 Greenwood Ter., Chicago, Ill.
- Plasterers International Association of the United States and Canada, Operative.* T. A. Scully, S. T., 442 E. Second St., Middletown, Ohio.
- Plate Printers Union of North America, International Steel and Copper.* Charles T. Smith, S. T., 612 F St., N. W., Washington, D. C.
- Plumbers and Steam Fitters of the United States and Canada, United Association of.* Thomas E. Burke, Gen. S. T., 411-418 Bush Temple of Music, Chicago, Ill.
- Post-office Clerks, National Federation of.* George F. Pfeiffer, S. T., 1419 Clifton St., N. W., Washington, D. C.
- Potters, National Brotherhood of Operative.* John T. Wood, S. T., Box 6, East Liverpool, Ohio.
- Powder and High Explosive Workers of America, United.* Irs Sharpnack, S., R. R. No. 3, Columbus, Kansas.
- Print Cutters Association of America, National.* Richard H. Sobeller, Nat. S. T., 229 Hancock Av., Jersey City, N. J.
- Printing Pressmen and Assistants Union of North America, International.* Joseph C. Orr, S. T., Pressmen's Home, Rogersville, Tenn.
- Printing Trades Association, International Allied.* J. W. Hays, S. T., Newton Claypool Bldg., Indianapolis, Ind.
- Pulp, Sulphite, and Paper Mill Workers of the United States and Canada, International Brotherhood of.* John H. Malin, Pres. S., P. O. Drawer K, Ft. Edward, N. Y.
- Quarry Workers International Union of North America.* Fred W. Sutor, Int. S. T., Scampini Bldg., Barre, Vt.
- Railroad Signalmen of America, Brotherhood of.* D. R. Daniels, Gr. S. T., 28 Newton St., Mansfield, Mass.
- Railroad Station Agents, Order of.* P. H. Phinney, Gr. S., Monument Beach, Mass.
- Railroad Station Employees, Brotherhood of.* P. J. Coyle, Gr. Pres., 46-47 Holland Bldg., 27 Haymarket Sq., Boston, Mass.
- Railroad Telegraphers, The Order of.* L. W. Quick, Gr. S. T., Star Bldg., St. Louis, Mo.
- Railroad Trainmen, Brotherhood of.* A. E. King, Gen. S. T., American Trust Bldg., Cleveland, Ohio.
- Railway Carmen of America, Brotherhood of.* E. William Weeks, Gen. S. T., 506-7 Hall Bldg., Kansas City, Mo.
- Railway Clerks, Brotherhood of.* R. E. Fisher, Gr. S. T., 307-310 K. C. Life Bldg., Kansas City, Mo.
- Railway Conductors of America, The Order of.* C. E. Whitney, Gr. S. T., Cedar Rapids, Iowa.

National and International Organizations.

- **Railway Employees of America, Amalgamated Association of Street and Electric.* W. D. Mahon, Int. Pres., 601-603 Hodges Bldg., Detroit, Mich.
- **Roofers, Composition, Damp and Waterproof Workers of the United States and Canada, International Brotherhood of.* Daniel J. Ganley, Gen. S. T., 14 N. Oxford St., Brooklyn, N. Y.
- †*Sailors and Firemen's Union of the Atlantic.* George C. Bodine, S. T., 51 South St., New York, N. Y.
- *†*Saw Smiths National Union.* F. E. Kingsley, S. T., 2728 Ashland Av., Indianapolis, Ind.
- **Seamen's Union of America, International.* Thomas A. Hanson, S., 570 W. Lake St., Chicago, Ill.
- *†*Shingle Weavers, Sawmill Workers, and Woodmen, International Union of.* William H. Reid, S. T., 202 Maynard Bldg., Seattle, Wash.
- Shoe Workers of America, United.* Michael J. Tracey, Gen. S. T., 31 Exchange St., Lynn, Mass.
- Shoe Workers Protective Union.* S. J. Pothier, Gen. S., 163 Merrimack St., Haverhill, Mass.
- **Slate and Tile Roofers Union of America, International.* Joseph M. Gavlak, Gen. S. T., 3643 W. 47th St., Cleveland, Ohio.
- *†*Slate Workers, American Brotherhood of.* Philip Jago, Jr., S., Pen Argyle, Pa.
- **Spinners Union, International.* Urban Fleming, Int. S., 188 Lyman St., Holyoke, Mass.
- **Stage Employees, International Alliance of Theatrical.* Lee M. Hart, Gen. S. T., 603-7 Gaiety Theatre Bldg., 1547 Broadway, New York, N. Y.
- State, City, and Town Employees, National Federation of.* Michael F. O'Brien, Nat. Pres., 307A Warren St., Roxbury, Mass.; John F. Andrews, Nat. S., 83 Morgan St., New Bedford, Mass.; James J. Burns, Nat. S. T., 29 Webber St., Roxbury, Mass.
- Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of.* W. H. Davies, S. T., 204-205 Merrick Bldg., 357 W. 63rd St., Chicago, Ill.
- Steam Shovel and Dredgemen, International Brotherhood of.* T. J. Dolan, Gen. S. T., 508 Fort Dearborn Bldg., Chicago, Ill.
- †*Steam Shovelmen, Associated Union of.* John W. Tracy, S., 333 S. Dearborn St., Chicago, Ill.
- *†*Steel Plate Transferrers Association of America, The.* J. T. W. Miller, Nat. S., 1024 Park Rd., N. W., Washington, D. C.
- **Stereotypers and Electrotypers Union of North America, International.* George W. Williams, S. T., 29 Globe Bldg., Boston, Mass.
- †*Stogie Makers League, National.* F. W. Sonderman, Nat. S. T., Wheeling, W. Va.
- **Stone Cutters Association of North America, Journeymen.* Walter W. Drayer, Gen. S. T., 332 American Central Life Bldg., Indianapolis, Ind.*
- **Stone Mounters International Union.* Frank Grimshaw, S. T., 1210 Jefferson Av., E., Detroit, Mich.
- Street and Electric Railway Employees of America, Amalgamated Association of.* (See *Railway Employees of America, Amalgamated Association of Street and Electric.*)
- **Switchmen's Union of North America.* M. R. Welch, Gr. S. T., 326 Brisbane Bldg., Buffalo, N. Y.
- **Tailors Union, International Industrial.* E. J. Brais, Gen. S., Box 597, Bloomington, Ill.
- **Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of.* Thomas L. Hughes, Gen. S., 222 E. Michigan St., Indianapolis, Ind.
- Textile Workers, National Industrial Union of (I.W.W.).* Thomas Holliday, S. T., Room 501, 104 Hanover St., Boston, Mass.
- **Textile Workers of America, United.* John Golden, Gen. Pres.; Albert Hibbert, Gen. S., Box 742, Fall River, Mass.
- **Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic.* James P. Reynolds, Gen. S. T., 12 Federal St., N. S., Pittsburg, Pa.
- †*Tin Plate Workers Protective Association of America, International.* John Lalor, Int. S., 162 14th St., Wheeling, W. Va.
- *†*Tip Printers, International Brotherhood of.* T. J. Carolan, Int. S., 6 Plum St., Newark, N. J.
- *†*Tobacco Workers International Union.* E. Lewis Evans, S. T., 50-53 American Bank Bldg., Third and Main Sts., Louisville, Ky.
- *†*Travelers Goods and Leather Novelty Workers International Union of America.* Murt Malone, S. T., 191 Boyd St., Oshkosh, Wis.
- *†*Tunnel and Subway Constructors International Union of North America.* Michael Carraher, S. T., 150 E. 125th St., New York, N. Y.
- **Typographical Union, International.* J. W. Hays, S. T., 640-650 Newton Claypool Bldg., Indianapolis, Ind.
- **Upholsterers International Union of North America.* James N. Hatch, Pres., 234 First Av., Long Island City, N. Y.
- **Weavers Amalgamated Association of the United States, Elastic Goring.* Alfred Haughton, Gen. S., 50 Cherry St., Brockton, Mass.
- Weavers, National Federation of Cloth.* James Whitehead, S. T., 1188 Globe Bldg., Fall River, Mass.
- **Weavers Protective Association, American Wire.* E. E. Desmond, S. T., 468 Grove St., Brooklyn, N. Y.
- Women's Trade Union League of America, National.* Miss S. M. Franklin, S. T., Room 901, Unity Bldg., 127 N. Dearborn St., Chicago, Ill.
- Woolsorters and Graders Association of the United States, National.* George H. Brear, Nat. S., 1 Gamble Pl., Lawrence, Mass.

II. STATE, DISTRICT, AND TRADES COUNCILS.

In the following presentation appear the names of organizations composed of delegates from local trade unions within a particular trade or group of trades, or a definite district not confined to a single locality. For convenience the various Railway Adjustment, Protective, and Grievance Committees have been separately grouped at the end of this division of the directory. In every case where the information could be obtained the following facts are given:

Name of organization, time and place of next convention or conference, name and address of secretary or other officer acting as correspondent, and the name and address of business agent, if any.

American Federation of Labor, Massachusetts State Branch. Next convention at Boston, 3d Mon. in September, 1914; business office, Room 427, Old South Bldg., Boston, Tel., Fort Hill 1793; Edward S. Alden, Pres., 189 High St., Holyoke; Martin T. Joyce, S. T., Room 427, Old-South Bldg., Boston.

Bakers Unions, Massachusetts State Branch of. Various cities by appointment; 2d Sun. in June and Dec.; Murdock N. McRae, S. and B. A., 28 Florence St., Brockton; Tel. 2305 R.

Barbers, Massachusetts State Council of. Boston, Aug. 30, 1914; William E. Doyle, S., 26 Fremont St., Worcester.

Blacksmiths and Helpers: District Council No. 8 (N.Y., N.H. & H. R.R.). 45 Eliot St., Boston; Mar., June, Sept., and Dec.; John Cavanaugh, S., 14 Lydon St., Norwood.

Blacksmiths and Helpers: District Council No. 80 (B. & M. R.R.). 724 Washington St., Boston; 1st Sun. in Mar., June, Sept., and Dec.; George H. Sawyer, Pres. and B. A., 5 Allison St., Concord, N. H.

Boiler Makers, Iron Ship Builders, and Helpers: District Lodge No. 34 (B. & M. R.R. System). Boston; 2d Mon. in Feb. and 1st Mon. in Aug.; W. H. Wells, Pres., 12 S. Main St., Concord, N. H.; R. P. Aldrich, Dist. S. T., L. B., 435, Lyndonville, Vt.

Boot and Shoe Workers, New England Organizing Conference of. Each shoe city in turn; 1st Sun.; Daniel E. Whelan, Pres., 91 N. Leydon St., Campello; Peter Casey, S. T., Box 77, Randolph.

Bricklayers, Masons, and Plasterers, Massachusetts State Conference of. New Bedford; 2d Mon. in Mar., 1914; Michael O'Brien, S., 293 Hampshire St., Lawrence; Tel. 2967; D. J. Mahoney, B. A., 61 Lexington St., Waltham.

Carpenters and Joiners, Massachusetts State Council, United Brotherhood of. 80 Framingham, Feb. 16-19, 1914; John Hanigan, Pres., 20 Madison St., Worcester; Peter Provost, Jr., S., 75 Bond St., Holyoke.

Carpenters, Berkshire County District Council of. Pittsfield or as voted; last Sun.; Charles H. Bell, Pres., 631 S. Main St., Great Barrington; S. H. Crum, S. T., 291 Ashland St., N. Adams.

Carpenters District Council (N. E. Steam Railroads). By appointment; last Sun.; Arthur W. Walker, Pres. and B. A., 170 Pleasant St., Norwood.

Carpenters District Council of Middlesex County. S. of V. Hall, Stoneham; 2d and 4th Fri.; J. G. Cogill, B. A., 27 Glen Ct., Malden; Tel. Malden, 1128 W.

Carpenters District Council of Newton, Waltham, Natick, Needham, and Vicinity. 251 Washington St., Newton; 2d and 4th Thurs.; Tel. 1862 M; E. McPherson, S., Box 55, W. Newton; L. M. Johnson, B. A., 3 Cook St., Newton Highlands.

Carpenters District Council of Norfolk County. Room 9, Danforth Blk., Dedham; 1st and 3d Thurs.; Fred L. Rhoads, S., Box 175, Walpole.

Carpenters District Council of the South Shore. Carpenters Hall, Hingham; 1st and 3d Thurs.; Austin McGaw, S., Box 142, Cohasset; L. W. Beedle, B. A., 208 Allen St., E. Braintree.

Carpenters, North Bristol District Council of. Masonic Bldg., Stoughton; 1st Sun.; F. O. Fowler, R. S., 155 Porter St., Stoughton; Benjamin S. Bolles, B. A., Sharon.

Carpenters, Northern Massachusetts District Council of (Fitchburg, Leominster, and Athol). Cor. Main and Oliver Sts., Fitchburg; 2d and 4th Mon.; Frank B. Crucker, S., Ross St., Fitchburg; Albert Laffeniere, B. A., 59 Tisdale St., Leominster, Mass.

Carpenters, North Shore District Council of. 71 Washington St., Salem; 1st Tues.; Rufus P. Harlow, S., 26 Union Ct., Lynn; Michael O'Brien, 71 Washington St., Salem.

Carpenters of Eastern Massachusetts, Grand Council of. 30 Hanover St., Boston; 3d Fri.; Elmer G. Walker, S., 8 Gifford Ct., Salem.

Carpenters, Southeastern Massachusetts District Convention of. Masonic Bldg., New Bedford; 2d Sun.; Walter Pratt, S., 461 N. Quincey St., Brockton.

Electrical Workers, New England District Council of. 987 Washington St., Boston; Tel. Trem. 440; 2d Sun.; John T. Fennell, R. S., 54 Parkman St., Dor.

Engineers, Amalgamated Society of: Eastern District Committee. 987 Washington St., Boston; 2d Sat.; John E. Nolan, Pres., 44 Grampian Way, Dor.; John J. Kinlock, B. A., 49 Pleasant St., Lawrence.

Hotel and Restaurant Employees International Alliance and Bartenders International League: New England Branch. New Bedford; Jan. 17, 1915; John J. Griffin, S. T., 70 Adams St., Lynn.

Knights of Labor: District Assembly No. 30 (Incorporated). 228 Tremont St., Boston; Tel. Ox. 3797; 2d and 4th Tues.; Thomas H. Canning, Dist. M. W.; P. J. McCarthy, Dist. S. T.

Knights of Labor: District Assembly No. 30 (Original). 376 W. Broadway, S. B.; 2d and 4th Sun.; Patrick Croake, Dist. M. W., 606 Third St., S. Boston; Michael O'Meara, Dist. S. T., 43 Orleans St., E. Boston.

State, District, and Trades Councils.

Label Conference, New England (Cigar Makers). Convention meets bi-annually; business office, 39 Portland St., Boston; William Standcumbe, Pres., 87 Winthrop St., Medford; Tel. Medford 773 M.

Lathers Federation of Southeastern Massachusetts (B. & S. W.). Last Sun.; Central Sq., Bridge-water; Royal F. Dano, R. S., 28 Grove St., Brookton.

Lathers, Massachusetts State Council of Wood, Wire, and Metal. 987 Washington St., Boston; last Sun., Jan., Apr., May, June, July, Aug., Sept., and Oct.; Edward N. Kelley, S. T., 32 Merriam St., Som.; Tel. 327 R.

Legal Protective Federation. Room 527, 6 Beacon St., Boston; Henry Sterling, Pres., 81 Bristol Rd., W. Som.; Henry Abrahams, S., 11 Appleton St., Boston; E. Homer Marks, Treas. and Mgr.

Loomfzers Protective Alliance. By appointment; business office, 370 Bedford St., Fall River; Tel. 1580; Thomas Taylor, S. T.

Machinists: District Lodge No. 19, International Association of (Mass., R. I., and N. H.). Boston; quarterly; George B. Loring, S., 30 Worcester Sq., Boston; R. L. Hall, B. A., 35 Munroe St., Lynn; Tel. 4125.

Machinists: District Lodge No. 48, International Association of (B. & M. R.R.). Boston; Jan.; A. A. Farnsworth, S. T., 60 Davis St., Keene, N. H.; Tel. 483 W.

Machinists: District Lodge No. 43, International Association of (Mass., N. Y., and Ct.). Boston, New Haven, and New York; 1st Sat. in Feb., May, Aug., and Nov.; John C. Ready, S. T., 75 Orchard St., New Haven, Ct.

Metal Polishers, Buffers, Platers, Brass and Silver Workers International Union: New England District Council No. 2. By appointment; Charles R. Atherton, Gen. S., Neave Bldg., Cincinnati, Ohio.

Molders Unions, Boston and Vicinity Conference Board of. Room 410, 665 Washington St., Boston; 2d Sun.; Tel. Ox. 3161; William Griffin, S., 55 Walnut St., Waltham; William John, B. A., 665 Washington St., Boston.

Molders Unions, Connecticut Valley Conference Board of (Vt., Mass., and Ct.). Norwich, Ct.; 1st week in May; J. J. Kaveney, S., 128 Patton St., Springfield; James A. Loveday, B. A., 103 Ann St., Hartford, Ct.; Tel. Charter 505.

Molders Unions, Eastern New England Conference Board of (Me., N. H., Mass., and R. I.). Lowell; May 1-3, 1914; Charles E. Anderson, S. T., 28 Bowden St., Lowell; Eugene L. Murphy, B. A., 116 Winalow Av., Norwood; Tel. 359 M.

Painters, Decorators, and Paperhangers: Berkshire District Council No. 38. By appointment; 4th Sun.; Charles Murphy, S., 53 Chase Av., N. Adams; Joseph A. McDonough, B. A., 38 Gale Av., Pittsfield; Tel. 1062 W.

Painters, Decorators, and Paperhangers, Connecticut Valley Conference of. Successively with each affiliated local; 3d Sun.; F. W. Wenzel, S. T., 283 Elm St., Holyoke.

Painters, Decorators, and Paperhangers, Massachu-

setts North Shore District Conference of. 71 Washington St., Salem; Tues.; Alexander Taylor, C. S., 23 Federal St., Salem.

Painters, Decorators, and Paperhangers, Massachusetts State Conference of. By appointment; 2d Sun. in Jan. and July; A. L. Lamarch, Pres., 304 High St., Holyoke; P. H. Triggs, S., 218 Walnut St., Springfield; Tel. 5500.

Painters, Decorators, and Paperhangers, Worcester County Conference of. By appointment; 1st Sun.; James E. Heffron, S. T., 20 Madison St., Worcester; Tel. Park 6821.

Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers, Massachusetts State Association of the United Association of. Last Sat. in Jan. and July; next convention, Gloucester, July, 1914; Albert R. Gardner, Pres., 152 Foster St., Brockton; F. D. McCarthy, S. T., 2 Harris St., Malden.

Retail Clerks International Protective Association: New England District Organization No. 2. Quincy House, Boston; 2d Mon. in Jan.; C. W. Marshall, S. T., 113 Green St., Brockton.

Sheet Metal Workers, Massachusetts District Council of. Worcester; 1st Sun. in each quarter; Edward F. X. McCarthy, S. T., 9 Appleton St., Boston.

Stationary Firemen, International Brotherhood of: State District Union No. 1. By appointment; 3d Mon. in July; Michael J. Haggerty, Pres., 60 Tremont St., Lawrence; John W. Downing, S. T., 4 W. Eleventh St., Lowell.

Steam and Operating Engineers, Massachusetts State Branch of. 995 Washington St., Boston; semi-annual conventions by appointment; 2d Sun. in June and Dec.; monthly meetings, 995 Washington St.; last Sun.; Thomas B. Constant, Pres., 114 Bennington St., E. Boston; Albra W. Her-some, S., Box 13, Wamesit.

Typographical Union, New England. By appointment; 1st Mon. in June; Edward M. Martin, Pres., 308 Belgrade Av., Roslindale; John F. Murphy, S. T., Box 712, Providence, R. I.

RAILWAY ADJUSTMENT, PROTECTIVE, AND GRIEVANCE COMMITTEES.

Car Workers: Boston and Maine System Council. Quincy House, Boston; 2d Sat.; T. H. Condon, Pres. and B. A., 15 Boardman St., Salem; Tel. 1871 M; J. H. Dwyer, S., 216 Medford St. Somerville.

Car Workers, Eastern Federation of. By appointment, semi-annually; T. H. Condon, Pres. and B. A., 15 Boardman St., Salem; Tel. 1871 M; P. J. English, S. T., 75 Leete St., West Haven, Ct.

Car Workers, New York, New Haven, and Hartford System Council. New Haven, Ct.; 2d Sun., alt. month; M. H. Dickinson, Pres. and B. A., 35 Rosette St., New Haven, Ct.

Car Workers Trades Council of the New York, New Haven, and Hartford System. Commercial House, New Haven, Ct.; 1st Sat. in Jan.; special meetings by appointment; Frank Gannon, Pres. and B. A., 112 Union Av., West Haven, Ct.

State, District, and Trades Councils.

Federated Trades, Council of (N. Y., N. H. & H. R.R.). Boston and New Haven, Ct., alternately; when called; Richard Greenwood, S. T., 31 Woodlawn Av., Mat.

Locomotive Engineers: General Committee of Adjustment (B. & A. R.R.). Odd Fellows Hall, Allston; 2d and 4th Sun.; F. J. Otterson, Ch., 49 Prairie Av., Auburndale; C. A. Snow, S., 10 Wardsworth St., Allston.

Locomotive Engineers: General Committee of Adjustment (B. & M. R.R.). 164 Canal St., Boston; Tel. Hay, 22045; 2d and 4th Sun.; C. K. Mitchell, Gen. Ch., 5 Benton St., Stoneham; C. B. Galleher, S., 164 Canal St., Boston.

Locomotive Engineers: General Committee of Adjustment (N. Y., N. H. & H. R.R.). Business office, Room 18, Poli Bldg., New Haven, Ct.; Tel. 1443-6; at call of Gen. Ch.; F. S. Evans, Gen. Ch., 96 Winter St., Norwood; L. L. Mitchell, S. T., 11 Harrison Av., Taunton.

Locomotive Engineers: Massachusetts State Legislative Board. Boston; at call of Ch.; H. H. Wilson, Ch., 82 Bailey St., Lawrence; Theodore B. Wardwell, S. T., 11½ Hammond St., Worcester; Tel. Park 6726 W.

Locomotive Firemen and Enginemen, Joint Protective Board of (N. Y., N. H. & H. R.R.). Either at Boston, or New Haven, Ct.; 1st Mon. in Feb.; H. M. Walker, Ch., 82 Whitfield St., Dor.; F. S. Mahler, S., 277 Belgrade Av., Roslindale.

Maintenance of Way Employees, Joint Protective Board of (B. & M. System). 71 Washington St., Salem; 2d Sun.; J. Mahoney, Pres., 5 Dodge St., Malden; F. J. Harvey, Treas., 3 Park St., Amesbury.

Railroad Station Employees, Brotherhood of: General Board of Adjustment (B. & M. R.R.). Quincy House, Boston; at call of Ch.; P. J. Coyle, Gen. Ch., 46 Holland Bldg., 27 Haymarket Sq., Boston; Tel. Hay. 4218; Hiram Leet, S., 50 C St., Lowell.

Railroad Telegraphers, General Committee of Adjustment (N. Y., N. H. & H. R.R.). By appointment; on call of Ch.; Leonard J. Ross, Gen. Ch., 15 Sprague St., Providence, R. I.; M. W. Handy, S., Box 885, New Haven, Ct.

Railroad Trainmen: General Grievance Committee, Boston and Maine Railroad. Business office, 701 Winthrop Bldg., Boston; Tel. Fort Hill 1917; J. P. MacArdle, Gen. S., 5 North Ter., Worcester.

Railroad Trainmen: General Grievance Committee, Boston and Albany Railroad. Boston; call of Ch.; H. S. Stiles, Ch., 53 Fremont Av., Everett; M. N. Doyle, Gen. S., 334 Millbury St., Worcester.

Railroad Trainmen: General Grievance Committee, Boston, Revere Beach, and Lynn Railroad. Mishawum Hall, 11 City Sq., Charlestown; 1st Sun. and 3d Thurs.; Elbridge F. Smith, Ch., 240 Bowdoin St., Winthrop; J. J. McCarthy, S., 75 Walden St., Winthrop.

Railroad Trainmen: General Grievance Committee, Central Vermont Railroad. L. Moore, S., 18 Hoyt St., St. Albans, Vt.

Railroad Trainmen: General Grievance Committee, New York, New Haven, and Hartford Railroad. J. W. Fridenburg, S., 39 Prout St., New Haven, Ct.

Railroad Trainmen: State Legislative Board. By appointment; every third year; W. L. McMenimen, Ch., New Braintree, Mass.; T. C. O'Brien, Sec., Room 801, Tremont Bldg., Boston.

Railway Clerks, Brotherhood of: Boston and Maine System Board of Adjustment. Quincy House, Boston; quarterly, on call of Exec. Com.; D. C. Woodill, Ch., Melrose; J. L. Johnson, S. T., 14 Stevens St., Lawrence.

Railway Clerks, Brotherhood of: Eastern Federation of the Boards of. H. L. Plummer, S., 303 Brackett St., Portland, Me.

Railway Conductors: Adjustment Committee (N. Y., N. H. & H. R.R.). By appointment; bi-annually, on call of Ch.; C. S. Brigham, Gen. Ch., 721 Main St., Hartford, Ct.; C. W. Merrill, S., 29 Evergreen St., Roxbury.

Railway Conductors: General Adjustment Committee (B. & A. R.R.). United States Hotel, Boston; on call of Ch.; M. F. Walsh, Ch., 26 Fairview Av., W. Springfield; Charles M. Hasland, S., 45 Crescent Av., Dorchester.

Railway Conductors: General Board of Adjustment (B. & M. R.R.). Quincy House, Boston; bi-annually, even years, 1st week in Jan.; T. J. Halloran, Ch.; Carl E. Taylor, S., Woodsville, N. H.

Street Railway Employees: Joint Conference of Bay State. 724 Washington St., Boston; 1st Mon. in Jan., Apr., July, and Oct.; Fred Crowley, Pres., 1097 Lakeview Av., Lowell; Charles A. Shea, S., S. Groveland.

III. CENTRAL LABOR UNIONS AND COUNCILS.

The following list includes those local delegate organizations, such as central labor unions and trades councils, which are purely representative bodies composed of delegates from their respective affiliated local unions. In every case where the information could be obtained the following facts are given for each organization: Name of organization, business office (where different from place of meeting), and telephone number, place of meeting, time of meeting, name and address of secretary and of business agent. Where no special address is given for either secretary or business agent he may be addressed at the place of meeting.

Athol.

Central Labor Union. C. L. U. Hall, 59 Exchange St.; 1st and 3d Tues.; Eugene W. Sargent, F. S., 18 Prospect St.

BOSTON.

(For abbreviations under Boston, see note at foot of page 17.)

Allied Printing Trades Council. 606 Old South Bldg.; Tel. Fort Hill 1509; 1st Mon.; Daniel J. Sullivan, Pres.; Daniel J. McDonald, S.

Bakers Unions, Joint Executive Board of. 1125 Washington St.; Tel. Trem. 2452 R; Thurs.; Ernest Lens, S., 74 Day St., Rox.

Blacksmiths District Council No. 53 (Boston and Vicinity). 45 Eliot St.; Edward J. Ryan, S. T.; George M. Guntner, B. A.

Brewery Workers Joint Local Executive Board. 1117 Columbus Av., Rox.; Tel. Rox. 1078; 1st and 3d Wed.; Edmond F. Ward, Ch.

Bricklayers, Masons, and Plasterers, Joint Executive Committee of (Boston and Vicinity). 386 Harrison Av.; on call; James O'Kane, Pres., 75 Clapp St.; Charles A. Darnes, S.

Building Trades Council. Business office, 386 Harrison Av.; Tel. Trem. 491; 2d and 4th Fri.; Austin Fales, Pres.; Arthur M. Huddell, B. A.

Carpenters District Council of Boston and Vicinity (United Brotherhood). 30 Hanover St.; Tel. Hay 1365; 1st and 3d Thurs.; William H. Walsh, Pres., 178 Washington St., Brookline; A. J. Howlett, B. A.

Central Labor Union. 987 Washington St.; 1st and 3d Sun.; William Kobe, Pres., 987 Washington St.; Henry Abrahams, S., 11 Appleton St.; Tel. Trem. 612; G. Harry Dunderdale, Asst. S., 8 Kneeland St.

City Employees Unions, Joint Council of. Business office, 140 London St., E. B.; Tel. 21590 E. B.; meets in Vernon Hall, 1208 Tremont St.; 3d Wed.; James E. Phelan, Pres., 572 Hyde Park Av., Ros.; Timothy W. Kelly, S. and B. A., 140 London St., E. B.

Clock, Skirt, and Waist Makers, Joint Board of. Business office, 230 Tremont St.; Tel. Ox. 1920; meets at 8 Lovering Pl.; Thurs.; William Shawmut, S., 65 Malden St., Everett; I. M. Lapidus, B. Mgr., 230 Tremont St.

Freight Handlers, Joint Council of Railroad. 987 Washington St.; 2d Tues.; Alexander Ryan, S., 17 Crawford St., Malden.

Furniture Trades Council. 53 Hanover St.; Tel. Hay. 2397 M; on call; Edwin E. Graves, S.

BOSTON — Con.

Garment Workers District Council No. 9. 724 Washington St.; Tel. Ox. 454; 1st and 3d Wed.; Ralph Decunto, S.; Samuel Zorn, B. Mgr.

Garment Workers Joint Executive Board. 724 Washington St.; Sat.; Tel. Ox. 454; Samuel Zorn, B. Mgr.; Ralph Decunto, B. A., and Paul Urbeho, B. A.

Hotel and Restaurant Employees International Alliance and Bartenders International League: Joint Executive Board. 63 Shawmut Av.; 2d and 4th Fri.; Tel. Trem. 2103 J; John J. Kearney, S., 63 Shawmut Av.

Longshoremen's District Council. Stetson Hall, Hanover and Blackstone Sts.; 1st Sun.; George W. Brady, S. T., 24 Harris St.

Metal Trades Council of Boston and Vicinity. 694 Washington St.; 2d and 4th Tues.; Frank Tully, Pres., 7 Fenwood Rd., Rox.; Thomas McCabe, S. T., 276 Eustis St., Rox.

Metal Trades Department: Charlestown Council (Navy Yard). 66 Main St., Chasn.; 2d and 4th Thurs.; Thomas J. Savage, Pres., 1 Herbert St., Everett; Walter H. Brown, S., 136 Proctor Av., Revere.

Painters, Decorators, and Paperhangers District Council No. 41 of Boston. 12 Kneeland St.; Thurs.; Tel. Ox. 1173; John A. Buckley, S., 12 Kneeland St.; John F. Welch, B. A., and J. A. Boudrot, B. A.

Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers: District Council of Boston and Vicinity. 987 Washington St.; 1st Sat.; John J. Cummings, Pres., 104 Greenwood St., Dor.; Joseph P. Curry, S. T., 447 Summer St., W. Lynn.

Teamsters, Joint Council of. Business office, 31 Thatcher St.; Tel. Rich. 1951 M; meets at 995 Washington St.; 2d and 4th Wed.; E. S. Meagher, Pres., 39 Essex St., Chasn.; Michael J. O'Donnell, B. A., 31 Thatcher St.

Union Label Section: Boston Central Labor Union. 987 Washington St.; 1st and 3d Fri.; Austin P. Kaveney, R. S.

Upholsterers District Council. 53 Hanover St.; 2d and 4th Mon.; Tel. Hay. 2397 M; A. J. McKensie, Pres., Montrose St., Wakefield; Edwin E. Graves, S. and B. A.

Women's Trade Union League. 7 Warrenton St.; 2d Wed.; Tel. Ox. 682; Miss Mabel Gillespie, Exec. S.

Bridgewater.

Central Labor Union. Elwell Bldg.; 1st Thurs.; Royal F. Dano, S.; James Murphy, B. A., Box 142.

Central Labor Unions and Councils.

BROCKTON.

Allied Printing Trades Council. Business office, 16 Joslyne Ct.; meeting place, where appointed; 3d Thurs.; W. W. Adams, S. T.

Building Trades Council. Business office and meeting place, 126 Main St., Room 26; Fri.; Tel. 3460; George L. Nickerson, R. S., 113 Huntington St.; Frank G. Kittredge, B. A., 38 Walnut St.

Central Labor Union. Eagle Hall, Centre St.; 2d and 4th Wed.; George E. Minsey, F. S., 12 Harvard St.

Joint Shoe Council No. 1 (B. & S. W.). Business office, 52 Centre St.; Tel. 79 or 2818; meets at 57 Centre St.; 1st and 3d Wed.; Michael J. Cohan, S. and B. A.

Teamsters, Joint Council of. (Brockton and vicinity). Business office, 138 Court St.; Tel. 3396 W; meets at Teamsters Hall, 140 Court St.; 4th Tues.; Charles Cooper, S., 14 Cypher St.; Louis W. Peloquine, B. A., 138 Court St.

CAMBRIDGE.

Central Labor Union. Business office, 235 Upland Rd.; Tel. 598; meets at 631 Massachusetts Av.; 1st and 3d Thurs.; Michael D. Collins, R. S., 235 Upland Rd.

CHELSEA.

Central Labor Union. 220 Broadway; Tel. Chelsea 454-4; 2d and 4th Thurs.; Joseph Z. Greenman, S., 6 Ellsworth St.

CHICOPEE.

Central Labor Union. Hibernian Hall, 112 Exchange St.; 3d Sun.; M. A. Morrissey, S., 39 School St.

FALL RIVER.

Carpenters District Council. 16 Hartwell St.; Fri.; J. H. Richards, S.; Joseph Perron, B. A., 24 Roney St.

Central Labor Union. Spinners Hall, Second St.; 1st and 3d Thurs.; John H. Carroll, Pres., 18 Park St.; John W. Lambert, S., 64 Tecumseh St.

Textile Council. Business office, 370 Bedford St.; Tel. 1580; meets in Weavers Bldg., 138 Pleasant St.; 3d Wed.; James Taney, Pres.; Thomas Taylor, S. and B. A.

FITCHBURG.

Central Labor Union (Fitchburg and Leominster). F. A. C. Bldg., Wallace Av.; 1st and 3d Wed.; Leon Manierre, Pres.; Patrick J. Conry, R. S., 31 Ward St.

Framingham.

Central Labor Union. Business office, Howard St.; Tel. 429 J.; meets in C. L. U. Hall; 1st and 3d Wed.; Edward L. Hand, Pres., 16 Eames St.; William E. Cotter, S. and B. A., 12 D St.

GLOUCESTER.

Central Labor Union. Business office, 14 Short St.; meets in Teamsters Hall; 2d and 4th Mon.; J. Lewis Urquhart, R. S. and B. A., 14 Short St.

HAVERHILL.

Central Labor Union. 2 Gilman Pl.; Tel. 1433; 2d and 4th Mon.; John Macdougall, S., 2 Gilman Pl.

Joint Shoe Council No. 2 (B. & S. W.). 2 Gilman Pl.; Tel. 2399; Fri.; Warren F. Goldthwaite, S. T.

Shoe Workers Protective Union (Central Council) 163 Merrimack St.; Tel. 2315; S. J. Pothier, S.; T. F. Bowen, B. A.

HOLYOKE.

Building Trades Council. Business office, 75 Bond St.; Tel. 705; meets, 437 High St.; Fri.; P. Provost, Jr., S., 75 Bond St.; John Cronin, Special Deputy, 437 High St.

Carpenters District Council of Holyoke, Westfield, and Vicinity. 437 High St.; Tel. 705; 2d and 4th Wed.; George Lane, S., 146 Sargeant St.; John Cronin, B. A.

Central Labor Union. 437 High St.; 2d and 4th Sun.; Urban Fleming, Pres.; J. P. Bleasius, C. S., 34 Hitchcock St.

LAWRENCE.

Allied Printing Trades Council (Lawrence, Haverhill and Lowell). Business office, 68 Newbury St.; Tel. 3488 M; meets at Essex House; 2d Fri. of Jan., Apr., July, and Oct.; James Kent, Pres., 99 Stearns Av.; Thomas Hay, S. T., 68 Newbury St.

Building Trades Council. 184 Broadway; Tel. 2713; 2d and 4th Wed.; G. W. Ramaden, S., 2 Willow St.

Carpenters District Council. 253 Lowell St.; Tel. 2713; 2d and 4th Thurs.; Joseph Labelle, S., 8 Broadway Av.; Alexander B. Grady, B. A.

Central Labor Union. 184 Broadway; Tel. 2970; 2d Wed. and 4th Sun.; Edward Hayes, Pres., 66 Bromfield St.; Rudolph E. Bernard, S., 391 Lowell St.

LOWELL.

Allied Printing Trades Council. Runels Bldg., Merrimack Sq.; 2d Fri.; John V. Donoghue, S. T. and B. A., 4 Haseltine St.

Carpenters District Council. Runels Bldg., Merrimack Sq.; Tel. 2403; 2d and 4th Thurs.; B. B. Golding, S., 29 Fulton St.; Michael A. Lee, B. A., 74 Fourth St.

Textile Council. 32 Middle St.; on call of Pres.; Thomas J. Reagan, Pres., 20 Brookins St.; Joseph F. Ashton, S., 22 Middle St.

Trades and Labor Council. 32 Middle St.; 1st and 3d Thurs.; Tel. 1715; Charles E. Anderson, S., 28 Bowden St.

LYNN.

Building Trades Department of Lynn. 62 Munroe St.; Tel. 2175; 1st and 3d Fri.; Leonard G. Newman, S., 55 Prospect St.; Fred Kealey, B. A., 62 Munroe St.

Central Labor Unions and Councils.

LYNN — Con.

Carpenters District Council. 62 Munroe St.; 1st and 3d Tues.; Tel. 2175; Leonard G. Newman, R. S., 55 Prospect St.; A. W. Clark, B. A.

Central Labor Union. Donoghue Bldg., Munroe St. and Central Av.; 2d and 4th Sun.; William A. Nealey, Pres., 35 Munroe St.; George White, S., 35 Munroe St.

Joint Shoe Council No. 1 (U. S. W.). 10 Central Sq.; Tel. 3675; 2d and 4th Fri.; John F. Madden, Pres., 10 Central Sq.; C. O. Whidden, S.

Joint Shoe Council No. 4 (B. & S. W.). 61 Exchange St.; Tel. 251; 2d Tues.; John D. Dulles, S. and B. A., Box 532.

MALDEN.

Central Labor Union. 56 Pleasant St.; 2d and 4th Thurs.; John J. Lucey, R. S., 238 Charles St.

MARLBOROUGH.

Central Labor Union. Burkes Bldg.; last Wed.; James Cavanaugh, S., Maplewood Av.

Middleborough.

Central Labor Union. Robinson's Hall; 2d Wed.; L. D. Churbuck, S., 2 High St.

Milford.

Central Labor Union. Scott's Blk., 101 Main St.; 2d and 4th Wed.; Joseph Jiskra, F. S., Box 162.

Montague.

Central Labor Union (Millers Falls). Redmen's Hall; Daniel A. Bane, R. and C. S., Millers Falls; Thomas Bernard, B. A., Millers Falls.

Natick.

Central Labor Union. Winch Blk., Main St.; Fri.; E. H. Pratt, S., 6 Harvard St.

NEW BEDFORD.

Building Trades Council. 384 Acushnet Av.; Fri.; R. W. Carr, S., 113 Grape St.; William Nelson, B. A., 728 Kempton St.

Carpenters District Council. 39 Masonic Bldg.; Tel. 398-4; Thurs.; D. A. Houle, S., 150 Talmen St.; William Nelson, B. A., 728 Kempton St.

Central Labor Union. Labor Temple, 138 Pleasant St.; 2d and 4th Fri.; Henry S. Davis, S., 135 Thompson St.

Textile Council. Business office, 50½ Pleasant St.; meets, 62½ Purchase St.; 2d Mon.; John Hobin, S., 598 Pleasant St.; Walter Ellinson, B. A., 58 Bonney St.

NORTH ADAMS.

Central Labor Union. Dowlin Blk., Main St.; 2d and 4th Thurs.; E. R. Stein, S., 15 Highland Av.
Joint Shoe Council No. 21. Business office, 184 Eagle St.; Tel. 979 X; meets, Dowlin Blk., Main St.; 1st and 3d Thurs.; Charles J. Hager, S. T., 184 Eagle St.

NORTHAMPTON.

Central Labor Union. Board of Trade Rooms, 50 Main St.; 2d and 4th Wed.; Thomas S. Chaisson, R. S., 74 Hawley St.

Norwood.

Central Labor Union (Norfolk County). A. O. U. W. Hall, Norwood; Albert A. Fickett, R. S., 200 Vernon St.

PITTSFIELD.

Allied Printing Trades Council. 124 North St.; 1st Mon.; John C. Nash, S. and B. A., Box 34, Farnams, Mass.

Building Trades Council. 311 North St.; 1st and 3d Wed.; Joseph A. McDonough, S., 21 Atwood Av.
Central Labor Union. 19 Fenn St.; 2d and 4th Mon.; J. J. Hamilton, S., 269 Francis Av.

Plymouth.

Central Labor Union. Leon D. Badger, S., 2 Lewis St.

QUINCY.

Building Trades Council. Business office, 295 Washington St.; Tel. 1772 M; meets, Keatings Hall; Fri.; John A. Singler, R. S., 33 Elm St.; Fred H. Lord, B. A.

Central Labor Union. Wilson Hall, 1453 Hancock St.; 2d and 4th Thurs.; Neil MacPhail, R. S., 260 Bridge St., N. Weymouth.

Rockland.

Central Labor Union. B. & S. W. Hall, Union St.; 1st and 3d Mon.; Patrick Caplice, R. S., 109 Reed St.

SALEM.

Building Trades Council, North Shore. 71 Washington St.; Tel. 1064 W; Fri.; Fred Williams, S., 13 Williams St.; Daniel Guthrie, B. A., 1 Hersey St.

Central Labor Union. 71 Washington St.; 1st Sun. and 3d Mon.; Norman J. Montgomery, R. and C. S., 9 Bowditch St., Peabody.

SOMERVILLE.

Central Labor Union. Business office, 31 Chandler St.; Tel. 1038; meets in Hill Bldg., Union Sq.; 1st and 3d Fri.; Andrew H. Crispin, R. S., 31 Chandler St.

Southbridge.

Central Labor Union. Louis N. Langevin, Pres., Marcy St. Extension.

SPRINGFIELD.

Allied Printing Trades Council. 19 Sanford St.; 3d Sun.; Arthur F. Benoit, Pres., East Longmeadow; Charles P. Kimball, S., 121 College St.

Central Labor Unions and Councils.

SPRINGFIELD — Con.

Bakers Joint Executive Board. 19 Sanford St., Springfield; 1st and 3d Sat.; Thomas C. Kirk, Pres., 85 Lebanon St.; R. Mensell, S. and B. A., Pine Ct., Pine St.

Building Trades Section: Building Trades Department, A. F. of L. 19 Sanford St.; Tel. 1435; 1st and 3d Tues.; M. Joseph Scanlan, S. T., 14 Lyndale St.

Carpenters District Council of Springfield and Vicinity. 19 Sanford St.; Tel. 1435; Mon.; E. C. Bennett, S., 227 New Bridge St., W. Springfield; W. J. LaFrancis, B. A., 6 Geraldine Ct.

Central Labor Union. 19 Sanford St.; Tel. 1435; 1st Sun.; George H. Wrenn, Pres., 421 Maple St.; Daniel E. McCarthy, R. S., 73 Dawes St.

Union Labor Council. 19 Sanford St.; Tel. 1435; 1st and 3d Tues.; Lester I. Dygert, S., P. O. Box 1.

TAUNTON.

Central Labor Union. 19 Broadway; 1st and 3d Tues.; Ernest P. Campbell, S., 32 Clinton St.

Carpenters District Council. Jones Blk., Broadway; Mon.; E. F. Woodward, S., 95 Bay St.

Westfield.

Building Trades Council (Branch of Holyoke Building Trades Council). C. L. U. Hall, 112 Elm

Westfield — Con.

St.; 1st and 3d Thurs.; Everett L. Dickinson, R. S., 20 Arnold St.; John Cronin, B. A., 437 High St., Holyoke.

Central Labor Union. C. L. U. Hall, 112 Elm St.; 4th Thurs.; Michael J. Ferriter, C. and R. S., 42 Holland Av.; S. J. T. Wall, B. A., Box 102.

Whitman.

Joint Shoe Council No. 11. Jenkins Blk., 591 Washington St.; 1st and 3d Wed.; Charles E. Lowell, S. T., Box 834, Sta. A.

WORCESTER.

Allied Printing Trades Council. 20 Madison St.; Tel. Park 6821; 3d Sun.; William H. Sullivan, S. and B. A., 17 Lagrange St.

Building Trades Council. 20 Madison St.; Tel. Park 6821; 2d and 4th Wed.; Daniel S. Curtis, Pres., 20 Madison St.; John A. McDonald, S., 4 Newbury St.

Carpenters District Council. 20 Madison St.; Tel. Park 6821; Mon.; A. J. Sanquinet, R. S., 74 Pilgrim Way; D. S. Curtis, B. A.

Central Labor Union. 20 Madison St.; Tel. Park 7549 M; 1st and 3d Wed.; William Haskins, Pres., Box 485; George H. Miller, R. S., Box 485.

IV. LOCAL TRADE UNIONS.

In the following presentation appear the names of the local trade unions arranged alphabetically by cities and towns. Most of the local unions are affiliated with national federations, but a few are entirely independent of any other labor organization. The names of the central labor unions and councils are given in Division III. of the directory immediately preceding this division. In every case where the information could be obtained the following facts are given for each union: Name of union, place of meeting, time of meeting, name and address of secretary, name and address of business agent, or, lacking these addresses, the name or address of some other officer authorized to conduct correspondence for the local. Where a special address is not given for a business agent or secretary, he may be addressed at the place of meeting.

Abington.

Boot and Shoe Workers No. 371 (Mixed). Cleverly Hall, 402 North Av., N. Abington; 1st and 3d Thurs.; William P. Mackey, S. and B. A., Box 205, N. Abington.

Adams.

Barbers No. 250. 15 Park St.; Thurs.; James Irwin, S., Barrett Hotel; W. J. Lacy, B.A.
Bartenders No. 291. Greylock Blk.; 1st Sun.; James Kiley, S., Greylock House.
Beavers and Tapers No. 676. Caledonian Hall, Columbia St.; last Tues.; Richard E. Adam, R. S., 6 Upton St.
Carpenters No. 395. Carpenters Hall, Center St.; Tues.; P. J. O'Hagerty, R. S., 37 Melrose St.
Loomfixers No. 182. Herman Hall, Spring St.; 1st and 3d Fri.; John Royal, B.A. and T., Richmond St.
Mule Spinners (Cotton). Collins Bldg.; 2d Tues.; Henry Reid, S., 16 Richmond St.
Weavers No. 4 (Polish). Polish Weavers Hall; 1st Mon.; Charles S. Krol, S., 15 Hilbert St.; Andrew Godek, B. A., 15 Hilbert St.
Weavers No. 673 (Renfrew Mills). Caledonian Hall, Columbia St.; 2d Thurs.; William Golden, S., 6 Fredericks Lane.

Amesbury.

Hat Finishers Association No. 3, U. S. Wool. K. of C. Hall, Friend St.; 1st Wed.; John J. Flanagan, R. and F. S., 96 Aubin St.
Metal Polishers, Buffers, and Platers No. 47. Damon Hall, Elm St.; 1st Fri.; Robert Starke, F. S., 11 Madison St.
Retail Clerks Association. Y. M. C. A. Bldg.; on call; Roy Lane, F. S., 10 Highland St.

Amherst.

Carpenters No. 1503. K. of C. Hall, Main St.; 2d and 4th Fri.; George A. Parents, R. S., Box 485; E. W. Jenks, B. A.

Andover.

Carpenters No. 1298. Garfield Hall, Elm Sq.; 1st Wed.; Roscoe K. Cole, R. S., 115 Elm St.
Plaz Dressers No. 864. Peter O'Hare, Pres., 2 Brechlin Ter.

Arlington.

Carpenters No. 831. Crescent Hall, Arlington Heights; 1st and 3d Thurs.; W. C. Balseor, R. S., 205 Forest St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

Laborers Protective No. 14393. Hibernian Hall, Chestnut St.; last Fri.; Frank M. Burns, C. S., 4 Dudley Ct.

Ashburnham.

Machinists No. 20. Fairbanks Hall, Main St.; 2d and 4th Thurs.; George F. Willard, R. S.; John R. Briggs, B. A.
Metal Polishers No. 74. 89 Main St.; 1st Wed.; Homer L. Fortier, S., Ashburnham, Mass.

Athol.

Barbers No. 623. 39 Exchange St.; last Tues.; John L. Moushure, S. and B. A.
Bartenders No. 87. 39 Exchange St.; 1st Sun.; Otto Lang, S., 489 Exchange St.
Bricklayers, Masons, and Plasterers No. 56. 39 Exchange St.; 1st and 3d Thurs.; Charles H. Smith, S., 598 Hapgood St.
Carpenters No. 1069. C. L. U. Hall, 39 Exchange St.; 2d and 4th Wed.; A. L. Twitchell, R. S., 150 Prospect St.; Albert Lafreniere, acting B. A., 59 Tisdale St., Leominster, Mass.
Machinists: Athol Lodge No. 750. C. L. U. Hall, 39 Exchange St.; 1st and 3d Fri.; R. H. Goodwin, R. S., 60 Silver Lake St.
Metal Polishers, Buffers, and Platers No. 118. C. L. U. Hall, 39 Exchange St.; last Mon.; John B. Hill, R. S., South St.
Musicians Protective No. 287. Starrett's Band Hall, 96 Exchange St.; 1st Sun.; Frank E. Weaver, S. and B. A., 407 Pequig Av.
Painters No. 772. C. L. U. Hall, 39 Exchange St.; 1st and 3d Wed.; B. J. Aldrich, R. S., 63 Silver Lake St.
Retail Clerks No. 655. Hayden's Restaurant; on call; Louis E. Fissette, S. and B. A., 41 Silver Lake St.
Typographical No. 687. (See Greenfield.)

Attleborough.

Bricklayers, Masons, and Plasterers No. 28. Labor Temple, Bank St.; 2d and 4th Wed.; Charles H. Stafford, C. S., 276 Oak Hill Av., R. F. D. No. 4.

Local Trade Unions.

Attleborough — Con.

Carpenters No. 1484. Union Hall, cor. Bank and Park Sts.; 1st and 3d Tues.; John Turner, S., Box 100.

Painters, Decorators, and Paperhangers No. 481. Carpenters Hall, cor. Bank and Park Sts.; E. J. Millian, F. S., 12 Pembroke Av.

Plumbers and Steamfitters No. 239. Union Hall, cor. Bank and Park Sts.; 2d and 4th Mon.; William Randall, S.

Street and Electric Railway Employees No. 22 (Interstate Railway Co.). Carpenters Union Hall, Bank St.; 2d Thurs.; Arthur Domonique, B. A., Room 223 Bronson Bldg.

Auburn.

Brussels Workers (Ettrick Mills). Socialist Hall, 274 Main St., Worcester; last Fri.; Charles Stange, R. S., Auburn, Mass.

Ayer.

Car Workers Ayer Lodge No. 134. G. A. R. Hall, Washington St.; 4th Fri.; Charles L. Washburn, R. S., Box 717.

Barre.

Wool Sorters No. 4 (South Barre). Barre Plains; 1st Fri.; J. W. Simms, R. S., Box 93, S. Barre.

BEVERLY.

Bricklayers, Masons, and Plasterers No. 40. Lasters Hall, Cabot St.; 1st and 3d Tues.; George H. Hurd, C. S. and B. A., 12 Giddings Av.

Carpenters No. 378. Atlantic Hall, 141 Cabot St.; Fri.; A. W. Dodge, F. S., Box 248.

Electrical Workers No. 259. Webber Blk., Cabot St.; 2d and 4th Wed.; J. A. Robinson, S., 48 Highland Av., Salem.

Last Makers No. 14804. Burnham Bldg., Cabot St.; Mon.; Harold A. Dolliver, R. S., 29 Kernwood Av.

Lasters No. 12 (U. S. W.). Lasters Hall, Cabot St.; Fri.; Patrick J. Buckley, B. A., 145 Essex St., Salem.

Painters, Decorators, and Paperhangers No. 333. Burnham Hall, Cabot St.; Thurs.; Lewis W. McRae, R. S., 11 Lyman St.

Plumbers No. 138. Atlantic Hall, 141 Cabot St.; Tues.; Albert F. Teague, R. S., 6 Walnut St.

Shoe Workers Protective Union No. 6 (Turn Workmen). By appointment; Thurs.; S. J. Pothier, S. T., 163 Merrimack St., Haverhill; John F. Bowen, B. A., 163 Merrimack St., Haverhill.

Stockfitters No. 29 (U. S. W.). (See Salem.)

BOSTON.¹

Ambulance Drivers. (See Teamsters No. 53.)

Art Glass Workers. (See Glass Workers No. 23.)

Artificial Stone and Asphalt Workers. (See Cement Workers No. 20.)

Asbestos Workers No. 6. (See Insulators and Asbestos Workers.)

Auto Repair Machinists. (See Machinists No. 633.)

Bakers No. 7. Barbers Hall, 1125 Washington St.; 2d and 4th Sat.; Thomas O'Connor, C. S., 94 E. Dedham St.; James J. Jacobs, F. S. and B. A.

Bakers No. 45 (Hebrew). 15 Leverett St.; Fri.; Bernard Reisman, F. S., 81 Savin St., Rox.; J. Magerer, B. A., 79 Boylston St., Malden.

Bakers No. 124 (Roxbury). 1095 Tremont St.; 1st and 3d Sat.; Ernest Lens, S. and B. A., 74 Day St., Roxbury.

Bakers No. 225 (Italian). 13 Hull St.; Sun.; Giovanni D'Arnici, S., 13 Hull St.

Bakers Independent Union (Inc.). 115 Leverett St.; 1st Fri. and Fri. nearest 15th; Morris Potter, S., 61 Fourth St., Chelsea.

Barbers No. 132. 1125 Washington St.; 1st and 3d Tues.; Joseph J. Dwyer, S.; Joseph F. Donovan, B. A.

Barbers No. 666 (Italian). 193 Hanover St.; 1st Thurs.; Antonio Ruggiero, C. and F. S., and B. A., 43 Portland St.

Bartenders No. 77. 386 Harrison Av.; 2d and 4th Sun., October to May; 4th Sun., June to September; William J. Leary, S. T., 183 Court St.; James J. English, B. A., and John W. Connelly, B. A., 183 Court St.

Bath Department Employees No. 310. 987 Washington St.; Sun.; Richard P. Morrissey, R. S., 1275 Massachusetts Av., Dorchester.

Ben Franklin Assembly No. 5463 (Sanitary and Street Cleaning Department Employees). Deacon Hall, 1651 Washington St.; 2d and 4th Sun.; Bernard C. Harkins, R. S., 379 Shawmut Av.; Thomas H. Canning, M. W., 228 Tremont St.

Bill Posters and Billers No. 17. 724 Washington St.; 3d Sun.; Richard M. Armstrong, B. A., 72 Weston St., Revere.

Bindery Women's Union No. 56. (See Bookbinders No. 56.)

Blacksmiths: Essex Lodge No. 499 (B. & M. R.R.). Cor. Blackstone and Hanover Sts.; 4th Fri.; Joseph M. Souter, R. S., 39 Mystic Av., Melrose.

Blacksmiths and Helpers and Iron and Steel Workers No. 10. 45 Elliot St.; 3d Sun.; James McNally, R. S., 106 Waverly St., Everett.

Blacksmiths No. 105. 995 Washington St.; 1st and 3d Thurs.; John J. Gillis, F. S., 373 Frankfort St., E. B.

¹ Abbreviations for Sections of Boston: Alls. for Allston; Br., Brighton; Chasn., Charlestown; Dor., Dorchester; E. B., East Boston; H. P., Hyde Park; J. P., Jamaica Plain; Mat., Mattapan; Nep., Neponset; Rox., Rosindale; Rox., Roxbury; S. B., South Boston; W. Rox., West Roxbury.

Abbreviations for Telephone Exchanges: Chasn. for Charlestown; Dor., Dorchester; F. H., Fort Hill; Hay., Haymarket; Jam., Jamaica; Ox., Oxford; Rich., Richmond; Rox., Roxbury; S. B., South Boston; Trem., Tremont.

Local Trade Unions.

BOSTON — Con.

Boiler Makers No. 431. 724 Washington St.; 2d Thurs.; Thomas R. Keenan, S., 80 W. Fifth St., S. B.

Boiler Makers: University City Lodge No. 515 (B. & M. R.R.). Engineers Hall, 164 Canal St.; 1st and 3d Fri.; Joseph Irwin, C. and F. S., 36 Glendale St., Everett; William Wells, B. A., 34 S. Main St., Concord, N. H.

Boiler Makers No. 585 (East Boston). Hibernian Hall, Havre St., E. B.; 1st Sun. and 3d Thurs.; Daniel B. McInnes, S., 288 Marginal St., E. B.

Bookbinders No. 16. Paine Memorial Hall, 9 Appleton St.; 1st Tues.; Daniel J. Chute, S. T., 7 Blackwell St., Dor.

Bookbinders No. 56 (Women). Naomi Hall, 724 Washington St.; 3d Wed.; Miss Anna O'Gara, C. S., 574 Broadway, Somerville.

Bootblacks Protective No. 14557. 4 Snowhill St.; Tues.; Anthony Carbone, Treas., 75 Endicott St.; Luigi Padova, B. A., 163 Endicott St.

Boot and Shoe Workers No. 229 (Mixed) (B. & S. W.). Pilgrim Hall, 694 Washington St.; 2d and 4th Thurs.; Frank E. Cook, S. T., 18 Boylston St.

Boot and Shoe Workers No. 291. (See *Cut Sole Workers No. 291.*)

Boot and Shoe Workers No. 380. (See *Shoe Repairers.*)

Bottlers and Drivers No. 122. Kossuth Hall, 1095 Washington St., Rox.; 2d Sun. and 4th Fri.; Michael J. Hines, S. and B. A., 1117 Columbus Av., Rox.

Brass Molders and Brass Coremakers No. 468. (See *Molders No. 468.*)

Brewery Workmen No. 14 (German). Arbeiter Hall, 24 Amory Av., Rox.; 1st and 3d Sun.; Konrad Young, S. and B. A., 1117 Columbus Av., Rox.

Brewery Workmen No. 29 (English). Vernon Hall, 1208 Tremont St., Rox.; 2d and 4th Sun.; Edmond F. Ward, S. and B. A., 1117 Columbus Av., Rox.

Brewery Workmen No. 122. (See *Bottlers and Drivers.*)

Bricklayers Benevolent and Protective No. 5. 386 Harrison Av.; Thurs.; H. G. Saunders, C. S.; Lawrence J. Cannon, B. A.

Bricklayers No. 27 (Roxbury). 1096 Tremont St.; Tues.; Joseph Gleason, S., 972 Harrison Av.

Bridge and Structural Iron Workers No. 7. (See *Housemaids and Bridgemen.*)

Bridge and Structural Iron Workers, No. 154. (See *Iron Workers.*)

Bridge Tenders No. 12353. 987 Washington St.; 4th Thurs.; Francis F. Morse, S. T., 16 Mystic St., Chasn.

Building Laborers. (See *Hod Carriers and Building Laborers.*)

Cabinet Makers and Mill Men No. 1824. (See *Carpenters No. 1824.*)

Cable Spicers No. 596. (See *Electrical Workers No. 596.*)

Candy Workers No. 210. 112 Salem St.; 1st and 3d Tues.; Miss Mae V. C. Daly, R. S., 1 Fairfield Pl.

Cap Cutters and Blockers No. 38. (See *Cloth Hat and Cap Makers No. 38.*)

Car Upholsterers No. 118. (See *Upholsterers No. 118, Car.*)

BOSTON — Con.

Car Workers: Allston Lodge No. 107 (Car Repairers, B. & A. R.R.). Parnell Hall, Washington St. cor. Chestnut Hill Av., Br.; 2d Thurs.; Thomas A. Pitkethly, R. S. and B. A., 4 Gifford Pl., S. B.

Car Workers: Boston Lodge No. 56 (Car Cleaners, B. & M. R.R.). Engineers Hall, 164 Canal St.; 1st and 3d Fri.; Thomas J. Bruce, F. S., 592 Highland Av., Malden; Thomas H. Condon, B. A., 15 Boardman St., Salem.

Car Workers: Mystic Lodge No. 138. K. of P. Hall, 2 Main St., Chasn.; 2d Tues.; Samuel McKensie, S., 20 Roberts St., Brookline.

Car Workers: Plymouth Rock Lodge No. 184 (N. Y., N. H. & H. R.R., Hyde Park). 724 Washington St.; 2d and 4th Thurs.; A. C. Paradee, S., 1054 Hyde Park Av., H. P.; Edward M. Funk, Treas., 10 Davidson St., H. P.

Car Workers: Somerville Lodge No. 108 (Car Inspectors, Repairers, and Cleaners, B. & M. R.R.). West End Union Hall, 91 Staniford St.; 1st and 3d Fri.; Joseph F. Spencer, R. S., 17 Lincoln St., Chasn.

Car Workers: Unity Lodge No. 145. 694 Washington St.; 1st and 3d Wed.; Ivan H. Patnode, S., 175 Everett St., Allston.

Car and Locomotive Painters. (See *Painters No. 538.*)

Carpenters No. 53. 987 Washington St.; Mon.; P. R. Kieham, S., 11 Codman Hill St., Rox.; John T. White, B. A., 30 Hanover St.

Carpenters No. 67 (Roxbury). Hibernian Hall, Dudley St., Rox.; Wed.; N. A. McDonald, S., 7 Timothy Av., Everett; John M. Devine, B. A., 30 Hanover St.

Carpenters No. 102 (Bridge) (Hyde Park). Unity Hall, 724 Washington St.; 2d and 4th Mon.; William Pearson, R. S., Canton, Mass.

Carpenters No. 218 (East Boston). 18 Central Sq., E. B.; Tues.; William N. Thornton, R. S., 429 Chelsea St., E. B.; C. H. Morrison, B. A., 16 Pope St., E. B.

Carpenters No. 368 (Dorchester). Robinson Hall, Fields Cor., Dor.; Tues.; Embert W. Le Lacheur, S., 116 Park St., Dor.; James E. Eaton, B. A., 160 Pleasant St., Dor.

Carpenters No. 394 (Cigar Box Makers). Vernon Hall, 1208 Tremont St., Rox.; 2d and 4th Mon.; Francis C. Merkle, R. S., 13 Field St., Rox.; A. J. Howlett, B. A., 30 Hanover St.

Carpenters No. 569 (Hardwood Finishers). 53 Hanover St., 2d and 4th Wed.; Harry E. Smith, R. S., 618 Dudley St., Rox.; George M. Guntner, B. A., 580 Blue Hill Av., Rox.

Carpenters No. 802 (Hyde Park). Lyric Hall, Everett Sq., H. P.; Wed.; James McNaught, R. S., 106 Pierce St., H. P.

Carpenters No. 889 (Brighton). Woods Hall, Market St., Br.; Fri.; Peter Halloran, R. S., 11 Chestnut Hill Av., Br.

Carpenters No. 938 (West Roxbury). Fairview Hall, 41 Poplar St., Ros.; Fri.; W. L. D'Entremont, S., 30 S. Walter St., Ros.

Carpenters No. 954 (Hebrew). 93 Staniford St.; Mon.; A. Gensal, R. S., 26 Temple St.; A. Silverstein, B. A., 273 Eastern Av., Malden.

Local Trade Unions.

BOSTON—Con.

Carpenters No. 959 (Mattapan). Associates Hall, Mattapan Sq.; Mon.; James T. Coulter, R. S., 215 W. Selden St., Mat.

Carpenters No. 1096 (Floorlayers). 987 Washington St.; Tues.; George H. McKensie, S., 23 Milford St.; Norman J. McDonald, B. A., 9 Claremont St.

Carpenters No. 1395 (Wharf and Bridge). 30 Hanover St.; Mon.; Paul McDonald, S.; Seymour Coffin, B. A.

Carpenters No. 1410 (Shop and Millmen). 30 Hanover St.; Mon.; L. G. Brown, S.; Daniel S. Fitzgerald, B. A.

Carpenters No. 1645 (Car builders, N. Y., N. H. & H. R.R., Hyde Park). Upholsterers Hall, 53 Hanover St.; 1st and 3d Wed.; Arthur W. Walker, S., 170 Pleasant St., Norwood.

Carpenters No. 1675 (Stair Builders). 30 Hanover St.; 2d and 4th Wed.; G. E. Haskins, R. S., 89 Willett St., Wollaston.

Carpenters No. 1671 (Ship, E. Boston). 19 Border St., E. B.; Mon.; John P. Murray, S., 306 Bunker Hill St., Chasn.

Carpenters No. 1773 (Building and Bridge). (See Taunton.)

Carpenters No. 1834 (Cabinet Makers and Millmen). 30 Hanover St.; Tues.; John H. Nayler, R. S., 51 Brook Av., Rox.; Evald Thulin, B. A.

Carpenters No. 1902 (Railroad). Owls Hall, 66 Main St., Chasn.; on call; William C. Kineh, acting Pres., 20 Tenney Ct., E. Somerville.

Carpenters No. 1987 (Readville Car Shops, N. Y., N. H. & H. R.R.). E. F. Meadows, F. S., 13 Maverick St., E. Dedham.

Carpenters No. 2501. Red Men's Hall, 514 Tremont St.; Richard Smith, S., 61 Chandler St.; John Stewart, B. A., 30 Hanover St.

Carpenters No. 2502. 164 Hanover St.; Mon.; John Stewart, S. and B. A., 30 Hanover St.

Carpenters No. 2503. 67 Warren St., Rox.; John Fletcher, S., 91 Dyer St., Dor.; John Stewart, B. A., 30 Hanover St.

Carpet Mechanics No. 109. (See Upholsterers No. 109.)

Carriage Drivers and Chauffeurs No. 126. (See Teamsters No. 126.)

Carriage, Wagon, and Automobile Workers No. 9. Andrews Hall, 984 Washington St.; 2d and 4th Wed.; J. H. Scanlon, C. S., 33 Line St., Malden.

Cement Workers No. 20 (Artificial Stone and Asphalt). 286 Harrison Av.; 2d and 4th Sun.; John Love, S., 54 H St., S. B.; Ignatius McNulty, B. A., 90 O St., S. B.

Cemetery Department Employees No. 550. Vernon Hall, 1208 Tremont St.; 4th Thurs.; George Duffey, R. S., 98 Mt. Hope St., Ros.

Chandelier Workers No. 99. (See Metal Polishers No. 99.)

Chauffeurs and Teamsters No. 394. (See Teamsters No. 394.)

Cigar Box Makers No. 394. (See Carpenters No. 394.)

Cigar Factory Tobacco Strippers No. 8166. Seaver Hall, 9 Appleton St.; 2d Thurs.; Miss Agnes Gallagher, R. S., 123 Second St., E. Cambridge.

BOSTON—Con.

Cigar Makers No. 97. Paine Memorial Hall, 9 Appleton St.; 2d and 4th Fri.; Henry Abrahams, S., 11 Appleton St.

City Department Chauffeurs No. 60. (See Teamsters No. 60.)

Clarks. (See Retail Clarks.)

Cloak and Skirt Makers No. 58. (See Garment Workers No. 58, Ladies.)

Cloth Hat and Cap Makers No. 7 (Operators). Naomi Hall, 724 Washington St.; Sat.; Nathan Cohen, C. S., 142 Waverly Av., Revere.

Cloth Hat and Cap Makers No. 38 (Cap Cutters and Blockers). Cupid Hall, 724 Washington St.; 2d Sat.; Harry Paly, R. S., 337 Webster Av., Camb.

Clothing Cutters and Trimmers (Independent). Elks Hall, 26 Hayward Pl.; 2d Tues.; John J. Hayes, Clerk, 42 School St., Revere; Thomas J. Collins, B. A., care of Leopold Morse Co., Adams Sq.

Coal Handlers. (See Longshoremen No. 331.)

Coal Hoisting Engineers No. 74. Engineers Hall, 935 Washington St.; 2d and 4th Sun.; A. J. Tighe, Pres. and B. A., 64 W. Eagle St., E. B.

Coal Hoisting Supervisors No. 13122 (Boston and Vicinity). 19 Medford St., Chasn.; 1st Wed.; John Sterling, R. S.

Coal Teamsters and Helpers No. 68. (See Teamsters No. 68.)

Coal Makers No. 1. (See Garment Workers No. 1, United.)

Coal Makers No. 149 (Lithuanian). (See Garment Workers No. 149.)

Commercial Telegraphers No. 4. J. J. McGarty, S. T., care of "Boston American", 82 Summer St.

Compositors. (See Typographical No. 15.)

Cooks and Waiters No. 226. (See Hotel and Restaurant Employees No. 226.)

Coopers No. 87 (Slack Barrel). Dahlgren Hall, Silver and E Sts., S. B.; 2d and 4th Thurs.; John Pechulis, S., 175 Fifth St., S. B.

Coopers No. 68 (Tight Barrel). 28 Cross St.; 2d Wed.; James Fardy, F. S., 306 Broadway, Cambridge.

Coopers No. 89 (Brewery). Schiller Hall, 1095 Tremont St.; 3d Mon.; Edward F. Quinn, C. S., 66 Centre St., Rox.

Coppersmiths No. 92. Unity Hall, 724 Washington St.; 1st and 3d Wed.; Louis W. Roth, R. and C. S., 87 Putnam St., E. B.; Harry A. Snarberg, B. A., 26 Walter St., Somerville.

Coremakers No. 428. (See Molders No. 428.)

Coremakers No. 498. (See Molders No. 468, Brass.)

Creamery Workers No. 14590. John J. Collins, S., 292 Dudley St., Rox.

Custom Tailors No. 25. (See Garment Workers No. 25, United.)

Cut Sole Workers No. 291 (B. & S. W.). Phoenix Hall, 724 Washington St.; Mon.; Fred J. Murphy, F. S., 47 Marshall St., Somerville.

Cutters No. 73 (U. S. W.). 694 Washington St.; 2d and 4th Tues.; William Jenkins, C. S., 56 Chicawabut St., Nep.; William Watson, B. A.

Cutters and Trimmers No. 98. (See Garment Workers No. 98, United.)

Local Trade Unions.

BOSTON — Con.

Department Store Drivers and Chauffeurs. (See *Teamsters No. 394.*)

Dress and Waist Makers. (See *Garment Workers No. 49, Dress and Waist Makers.*)

Drug Clerks No. 143. (See *Retail Clerks No. 143.*)

Dry Goods Clerks No. 796. (See *Retail Clerks No. 796.*)

Egg Sorters and Inspectors No. 13008. 987 Washington St.; 2d and 4th Thurs.; Edward Conn, R. S., 30 Appleton St., Everett.

Electrical Workers No. 103 (Insidemen). 987 Washington St.; Wed.; J. P. Teaffe, R. S.; J. T. Fennell, B. A., and E. L. Dennis, B. A.

Electrical Workers No. 108: Sub-Local No. 1. (See *Telephone Operators.*)

Electrical Workers No. 104 (Linemen). 987 Washington St.; Wed.; William Warren, R. S., 26 Hobart St., Br.; F. C. Garrick, B. A., 8 Faneuil Chambers, Br.

Electrical Workers No. 142 (Telephone Installers). 24 Warren St., Rox.; Fri.; Charles J. Hogg, S., 19 Edgehill St., J. P.; John A. Donoghue, B. A., 1466 Washington St.

Electrical Workers No. 396 (Cable Splicers). 987 Washington St.; 1st and 3d Wed.; William J. Donahoe, S., 366 Meridian St., E. B.

Electrical Workers No. 503 (Fixture Fitters and Hangers). 53 Hanover St.; 2d and 4th Mon.; George A. Deans, R. S., 9 Appleton St., Atlantic; M. Brown, B. A., 102 Norfolk St., Dor.

Electrical Workers No. 714 (Navy Yard). Roughan Hall, City Sq., Chasn.; 1st and 3d Fri.; John A. Fisher, F. S., 17 Union Park.

Electrical Workers No. 717 (Shop). 987 Washington St.; 1st and 3d Tues.; P. F. Grout, R. S., 7 Wyman St., J. P.

Electrotypers No. 11. 724 Washington St.; 2d Wed.; William White, S. T., 32 Crescent St., Camb.

Elevator Constructors No. 4. 386 Harrison Av.; 2d and 4th Thurs.; John C. McDonald, S. and B. A.

Elevator Operators No. 14215. 53 Hanover St.; 1st and 3d Mon.; Andrew P. Trahey, Jr., F. S., 60 Washington St., Chasn.

Engineers. (See *Steam Engineers and Locomotive Engineers.*)

Engineers, Amalgamated Society of: Boston Branch No. 764. 987 Washington St.; alt. Sat. beginning Jan. 3, 1914; George Campbell, S., 3 Call St., J. P.

Excavating, Sand, Brick, Stone, Lime, and Cement Teamsters. (See *Teamsters No. 379.*)

Federal Labor No. 8817 (Metropolitan Water and Sewer Works Employees). 987 Washington St.; 2d Thurs.; James Meegan, R. S., 57 Gale St., Malden.

Felt and Straw Hat Workers. (See *Hat Workers No. 12815, Ladies Felt and Straw.*)

Ferry Employees No. 625 (Gatemen). Columbia Trust Bldg., E. B.; 2d Wed.; James E. Green, S., 17 Sturbridge St., Dor. Lower Mills.

Ferry Employees No. 900 (Masters and Pilots). 19 Border St., E. B.; 3d Tues.; John J. Belton, F. S., 121 Havre St., E. B.

BOSTON — Con.

Firemen and Enginemen. (See *Locomotive Firemen and Enginemen.*)

Fixture Fitters and Hangers No. 503. (See *Electrical Workers No. 503.*)

Floorlayers No. 1096. (See *Carpenters No. 1096.*)

Foundry Employees No. 23. Williams Hall, 5 Hampden St., Rox.; 3d Sun.; Edward J. Gallagher, R. S., 24 Ellery St., S. B.

Franklin Association No. 18 (Press Feeders and Helpers). 24 Hayward Pl.; 2d Thurs.; Michael S. Cooney, S. T. and B. A., 39 Court St.

Freestone Cutters Association. (See *Stone Cutters Association, Journeymen.*)

Freight Clerks Assembly No. 1793 (B. & M. R.R., Charlestown). Owls Hall, 66 Main St., Chasn.; 1st Mon. and 4th Sun.; Michael J. Dulles, F. S., 64 L St., S. B.

Freight Handlers No. 70, Railroad (N. Y., N. H. & H. R.R.). 987 Washington St.; 1st and 3d Sun.; Jeremiah Murray, R. S., 6 Lovedeod Ct., Rox.

Freight Handlers and Clerks No. 80 (B. & A. R.R.). 9 Appleton St.; 2d and 4th Sun.; Joseph M. McGrath, R. S., 36 Goldsmith St., J. P.

Freight Handlers No. 183, Railroad (N. Y., N. H. & H. R.R.). 987 Washington St.; 2d and 4th Sun.; Robert Hyland, Pres., 87 Hillside St., Rox.

Freight Handlers Assembly No. 622 (N. Y., N. H. & H. R.R.). St. Omer Hall, 376 W. Broadway, S. B.; 2d and 4th Sun.; Patrick Fraher, R. S., 177 Third St., S. B.

Freight Handlers No. 809, Dock. (See *Longshoremen No. 809.*)

Freight Handlers No. 822, East Boston Dock. (See *Longshoremen No. 822.*)

Freight Handlers No. 5572, Railroad (B. & M. R.R.). Hibernian Hall, Union St., Chasn.; 2d and 4th Sun.; Alexander Ryan, S., 17 Crawford St., Malden.

Fur Workers No. 30. Pilgrim Hall, 694 Washington St.; 2d and 4th Sat.; Benjamin Lederman, F. S., 85 Bernard St., Dor.

Garment Workers No. 1 (Coat Makers). 724 Washington St.; Tues.; Nathan Silverstein, F. S.; Samuel Zorn, B. Mgr.

Garment Workers No. 25 (Custom Tailors). 93 Staniford St.; Tues.; Nathan Silverstein, F. S., 724 Washington St.; Samuel Zorn, B. Mgr., 724 Washington St.

Garment Workers No. 98 (Cutters and Trimmers). Elks Hall, Hayward Pl.; 3d Tues.; S. Peyser, S., 125 Moreland St., Rox.

Garment Workers No. 149 (Coat Makers) (Lithuanian). Silver and E Sts., S. B.; 1st and 3d Thurs.; Nathan Silverstein, F. S.; Samuel Zorn, B. Mgr.

Garment Workers No. 163 (Overall and White Duck Coat Workers). 724 Washington St.; 1st and 3d Wed.; Nathan Kopelman, Treas., 5 Morton St.

Garment Workers No. 172 (Vest Makers). 93 Staniford St.; Mon.; M. Zimmerman, F. S., 61 Nichols St., Everett; Samuel Zorn, B. A., 44 Lens Park, Dor.

Local Trade Unions.

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Garment Workers No. 173 (Pants Makers). Shwarts Hall, 15 Leverett St.; N. Biller, F. S., 201 Essex St., Malden.

Garment Workers No. 225 (Tailors) (Italian). 141 Richmond St.; Fri.; Alva Albanese, S.; Ralph Decunto, B. A.

Garment Workers No. 267 (Sheepskin Coat Makers). Institute Hall, 66 Chambers St.; 1st and 2d Tues.; Barney Kaiser, Pres., 23 Morris St., E. B.

Garment Workers No. 12 (Skirt and Cloak Pressers). 31 N. Russell St.; Sat.; William Shawmut, C. and F. S., 94 Malden St., Everett; I. M. Lapidus, B. Mgr., 230 Tremont St.

Garment Workers No. 36 (Ladies Tailors and Dress Makers). Business office, 104 Warrenton St.; meets at 694 Washington St.; Mon.; G. Ancouray, B. A., 104 Warrenton St.

Garment Workers No. 49 (Dress and Waist Makers). 31 N. Russell St.; Wed.; William Shawmut, C. and F. S., 94 Malden St., Everett; I. M. Lapidus, B. Mgr., 230 Tremont St.

Garment Workers No. 66 (Cloak and Skirt Makers). Odd Fellows Hall, 31 N. Russell St.; Mon.; Miss Dora S. Davis, F. S., 31 N. Russell St.

Garment Workers No. 73 (Ladies Garment Cutters). 8 Lovering Pl.; Sat.; Nehemiah Kline, R. S., 109 Elm St., Dor.

Gas Fitters, Fixture Fitters, and Hangers No. 175. Cor. Dover St. and Harrison Av.; 1st and 3d Tues.; Edward A. McGonagle, R. S., 24 Allen St.; William Smith, B. A., 1413 Washington St.

Gas Workers. (See Meter Workers No. 14808.)

Glass Workers No. 28, Art. 724 Washington St.; 1st and 3d Fri.; M. T. Mooney, S., 7 Union Park.

Glove Cutters, Table. By appointment; 1st Thurs.; Konrad Schreffler, S., 382 E. 8th St., S. B.

Grain Cutters: Boston Branch. Engineers Hall, 164 Canal St.; 3d Thurs.; William McCartney, C. S., 53 Gates St., S. B.

Grocery and Provision Clerks. (See Retail Clerks No. 1515.)

Hardwood Finishers No. 569. (See Carpenters No. 569.)

Hat Trimmers Association. 7 Warrenton St.; on call; Miss K. L. Mullen, S., 53 Brookside Av., J. P.

Hat Workers No. 18815, Ladies Felt and Straw. 987 Washington St.; 1st and 3d Fri.; Jeremiah F. Hayes, R. S., 16 Arklow St., Rox.

Hat Workers No. 14363, United Ladies. 7 Warrenton St.; 2d and 4th Sat.; Miss Lillian Polonsky, R. S., 296 Chambers St.

Hatters No. 6. 987 Washington St.; 2d Thurs., March, June, Sept., and Dec.; John J. Schafer, S., 95 Sydney St., Dor.; Charles Morris, B. A., 15 Warrenton St.

Highway Department Workers No. 6751. Vernon Hall, 1208 Tremont St., Rox.; 2d and 4th Fri.; John H. Barry, S., 521 Commercial St.; M. F. O'Brien, B. A., 307A Warren St., Rox.

Highway Division Employees. (See Sub-Foremen's Association.)

Hod Carriers and Building Laborers No. 164 (Plasterers' Tenders). Odd Fellows Hall, 8 Warren St., Rox.; 1st and 3d Sun.; William Ganey, S., 103 Hunneman St., Rox.

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Hod Carriers and Building Laborers No. 309 (Italian). 2½ Charter St.; 2d and 4th Sun.; Dominic Bonanno, F. S.; John Perotti, B. A.

Hod Carriers and Building Laborers No. 223. 386 Harrison Av.; 1st and 3d Sun.; Michael Sullivan, S., 2 Humboldt Pk., Rox.

Hoisting and Portable Engineers No. 4. 386 Harrison Av.; Tues.; Albert E. Pike, S. and B. A.

Horsehoers No. 5 (Journymen). 987 Washington St.; 1st and 3d Mon.; Charles Fawkes, R. S., 16 Allen St.; William A. Whalen, B. A., 14 Putnam St., Chasm.

Hotel and Restaurant Employees No. 6. (See Hotel Workers Alliance No. 6.)

Hotel and Restaurant Employees No. 77. (See Bartenders.)

Hotel and Restaurant Employees No. 80 (Waiters). Waiters Hall, 63 Shawmut Av.; 2d and 4th Wed.; John J. Kearney, S. and B. A.

Hotel and Restaurant Employees No. 226 (Cooks and Waiters). 96 Kendall St., Rox.; 1st and 3d Sat.; James B. Gabourel, F. S., 45 Hammond St., Rox.

Hotel Workers Alliance No. 6. 127 Pleasant St.; 1st Mon. and 3d Tues.; Christopher Lane, S. T., 9 Arools St.; John Lynch, B. A., 94 Calumet St., Rox.

House and Ship Painters. (See Painters No. 402.)

House and Window Cleaners No. 14515. 987 Washington St.; 2d and 4th Mon.; Arthur Cottrell, S.; Herbert Doherty, V. P., 1686 Washington St., Rox.

Housesmiths and Bridgemen No. 7, United. 386 Harrison Av.; Mon.; Humphrey B. Sullivan, R. S.; Frank C. Brady, B. A., 332 Shawmut Av.

Ice Cart Drivers. (See Teamsters No. 395.)

Industrial Workers No. 47 (Loomfixers). John W. Yates, S., 90 Byron St., E. B.

Industrial Workers No. 115 (Jewish Waiters). 1 Causeway St.; 1st and 3d Tues.; William Rubin, S., 36 Lynde St.; David Lyman, B. A., 64 Leverett St.

Industrial Workers No. 190 (Raincoat Makers). 93 Staniford St.; Wed. (operators), Tues. (cementers); Henry D. Cohen, F. S. and Org., 438 Bryant St., Malden.

Inside Wiremen. (See Electrical Workers No. 105.)

Inspectors Protective Association. Rathbone Hall, 694 Washington St.; 3d Sun.; Francis J. Dowd, S. T., 34 Speedwell St., Dor.

Insulators and Asbestos Workers No. 6. Rathbone Hall, 694 Washington St.; 1st and 3d Wed.; John Fisher, C. S. and B. A., 386 Harrison Av.

Insurance Agents No. 1. On call of organizer; William Griffin, Org., 18 Biltmore St., Malden, Mass.

Institution Employees No. 775. Penal. (See Penal Institution Employees No. 775.)

Interior Freight Handlers and Warehousemen No. 80. (See Freight Handlers and Clerks No. 80.)

Iron Molders. (See Molders No. 109.)

Local Trade Unions.

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Iron Workers No. 154 (Inside Iron and Wire Workers). 995 Washington St.; Sun.; A. Dawson, S., 8 Lambert St., Rox.

Janitors Association (Boston Public Schools). Roxbury Hall, 67 Warren St., Rox.; 2d and 4th Sat. except July and Aug.; William M. Kendrick, S. T., 49 Holbrook St., J. P.

Ladies Garment Cutters No. 73. (See *Garment Workers No. 73, Ladies.*)

Ladies Tailors and Dressmakers No. 36. (See *Garment Workers No. 36, Ladies.*)

Lamplighters No. 11943. Deacon Hall, 1651 Washington St.; 1st and 3d Mon.; William P. Carpenter, R. S., 37 Danforth St., J. P.

Lathers No. 72 (Wood, Wire, and Metal). 987 Washington St.; Wed.; Edward N. Kelly, F. S., 32 Merriam St., Somerville; Charles L. Evans, B. A., 38 Mechanic St., Rox.

Laundry Wagon Drivers No. 660. (See *Teamsters No. 660.*)

Laundry Workers No. 66. 987 Washington St.; 2d and 4th Fri.; Miss Mary E. Moran, F. S., 71 Northfield St., Rox.

Leather Binders No. 14108. 987 Washington St.; 2d and 4th Sun.; James J. Dunn, S., 5 Cottage Ter., Rox.

Leather Workers on Horse Goods No. 106. Unity Hall, 724 Washington St.; 1st and 3d Tues.; John Doran, S. T., 12 Emerald St.; A. LaMontague, 20 Scott St., S. B.

Lithographers Protective and Beneficial Association No. 3. 724 Washington St.; 3d Fri.; D. Baum, R. S., 22 Harvard St., Chasn.

Lithographic Artists, Engravers, and Designers League of America: Boston Section. Turn Hall, Middlesex St.; 3d Fri.; J. Frank Hanaford, R. S., 16 Atherton St., Rox.

Locomotive Engineers: Bay State Division No. 439 (B. & A. R.R.). 10 Franklin St., Alla.; 2d and 4th Sun.; C. A. Snow, S. T., 10 Wadsworth St., Alla.

Locomotive Engineers: Boston Division No. 61 (B. & M. R.R.). Engineers Hall, 164 Canal St.; 2d and 4th Sun.; T. H. Vradenburgh, S. T., Grant Pl., Waltham.

Locomotive Engineers: Old Colony Division No. 318 (N. Y., N. H. & H. R.R.). Encampment Hall, 724 Washington St.; 1st and 3d Sun.; C. E. Drew, S. T., 68 Central Av., S. Braintree.

Locomotive Firemen and Enginemen: Boston Lodge No. 57 (N. Y., N. H. & H. R.R.). John Winthrop Hall, 446 Tremont St.; 2d and 4th Sun.; Frank S. Mahler, Ch. Local Protective Board, 277 Belgrade Av., Ros.

Locomotive Firemen and Enginemen: Paul Revere Lodge No. 486 (B. & M. R.R.). (See Somerville.)

Locomotive Firemen and Enginemen: Pilgrim Lodge No. 719 (B. & A. R.R.). Franklin Hall, 10 Franklin St., Alla.; 1st Sun. and 3d Fri.; C. W. Cook, F. S., 40 Bayard St., Alla.

Locomotive Repairers. (See *Machinists No. 391.*)

Longshoremen No. 799: Daniel O'Connell Associates (Charlestown). Roughan Bldg., City Sq., Chasn.; 2d and 4th Sun.; Andrew G. Norander, R. S., 8 Albion Ct., Somerville.

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Longshoremen No. 800. 193 Hanover St.; 2d and 4th Sun.; Edward Fury, S.; George W. Brady, Pres., 24 Harris St.

Longshoremen No. 806 (East Boston). G. A. R. Hall, 149 Meridian St., E. B.; 2d and 4th Sun.; Jeremiah J. Brennan, R. S., 34 Austin St., Chasn.

Longshoremen No. 809 (Dock Freight Handlers). Minshaw Hall, 11 City Sq., Chasn.; 1st and 3d Sun.; Michael Hurley, R. S., 22 Chapman St., Chasn.; William F. Dempsey, B. A., 702 E. Sixth St., S. B.

Longshoremen No. 811 (Transatlantic Steamship Clerks). Wolcott Hall, Central Sq., E. B.; 2d Sun.; Edward J. Smith, R. S., 147 Webster St., E. B.

Longshoremen No. 822 (East Boston Dock). Hibernian Hall, 125 Havre St., E. B.; 2d and 4th Sun.; Jeremiah F. Murphy, R. S., 366 Princeton St., E. B.

Longshoremen No. 831 (Coal Handlers). 220 Broadway, Chelsea; 1st and 3d Sun.; Humphrey Monahan, R. S., 15 Sheafe St., Chasn.

Longshoremen: Noddle Island Assembly No. 5789. Hibernian Hall, 125 Havre St., E. B.; Wed.; James J. Collins, R. S., 92 Bremen St., E. B.

Loomfitters No. 47. (See *Industrial Workers No. 47.*)

Lumber Teamsters. (See *Teamsters, Handlers, and Tallymen No. 369.*)

Machinists No. 804. 987 Washington St.; Thurs.; P. D. Sweeney, F. S.; John J. Connolly, B. A.

Machinists No. 346 (Hyde Park). Central Hall, Everett Sq., H. P.; 1st and 3d Thurs.; John Fox, F. S., 106 Dana Av., H. P.

Machinists No. 391 (Locomotive Repairing, N. Y., N. H. & H. R.R., Hyde Park). Cotters Hall, River St., H. P.; 2d and 4th Fri.; Frank J. Ryan, R. S., 148 Dana Av., H. P.

Machinists: Railroad Lodge No. 567 (B. & M. R.R.). Commercial Hall, 694 Washington St.; Wed.; Samuel F. Wiggin, R. S., 39 Stuart St.

Machinists No. 638 (Auto Repair). 987 Washington St.; 2d and 4th Tues.; Frank Urquhart, R. S., 20 Cortes St.; John J. Connolly, B. A.

Machinists: Bunker Hill Lodge No. 634 (Charlestown). Owls Hall, 66 Main St., Chasn.; Fri.; Charles H. Taylor, R. S., Box 21, Chasn.

Machinists Helpers No. 914, Railroad (N. Y., N. H. & H. R.R., Hyde Park). Lyric Hall, Everett Sq., H. P.; 1st Mon.; James C. Peters, R. S., 168 Green St., J. P.

Mailers No. 1 (Newspaper). Elks Hall, 24 Hayward Pl.; 2d Mon.; W. F. Kane, R. S. and B. A., 734 Broadway, Somerville.

Maintenance of Way Employees No. 120 (B. & M. R.R.). 188 Hanover St.; 3d Sun.; T. W. Cassidy, S. T., Clinton, Mass.; R. H. Crawford, B. A., Melrose, N. Y.

Marble Cutters and Setters No. 50. 18 Kneeland St.; 1st and 3d Wed.; W. F. Sears, S., 683 Massachusetts Av.; James F. Rehill, B. A., 127 Charles St.

Marble-Mosaic, Terrazzo, and Composite Workers. 141 Richmond St.; 2d and 4th Mon.; Burt Ryan, B. A., 29 Merriam St., Somerville.

Local Trade Unions.

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Marble Polishers, Bed Rubbers, Machine Cutters, and Sawyers No. 102. 53 Hanover St.; 2d and last Fri.; Daniel C. Cunningham, S., 15 Winter St., E. Cambridge.

Marble Workers No. 54. 18 Kneeland St.; 2d and 4th Tues.; John McCarthy, R. S., 637 Parker St., Rox.

Marine Cooks and Stewards Association of the Atlantic and Gulf: Boston Branch. 258 Commercial St.; on call; Henry Fox, B. A.

Marine Transport Workers, National Industrial Union of (I. W. W.). 284 Commercial St.; Thurs.; Genaro Pasos, S.

Market and Commission House Teamsters No. 631. (See *Teamsters No. 631.*)

Meat Cutters and Butcher Workmen No. 162. (See *Cambridge.*)

Mercantile Engineers. (See *Steam Engineers No. 265.*)

Metal Polishers, Buffers, and Platers No. 95. Dwight Hall, 514 Tremont St.; 1st and 3d Mon.; William J. Hanrahan, S., 641 Eighth St., S. B.

Metal Polishers No. 99 (Chandelier Makers). Naomi Hall, 724 Washington St.; 2d and 4th Mon.; William Spratt, R. S., 37 Crescent Av., Dor.

Miter Workers No. 14502 (Gas Workers). Cor. Hampden and Albany Sts.; 1st Mon.; John E. Liddell, R. S., 33½ Tremont St., Cambridge.

Metropolitan Water and Sewer Workers. (See *Federal Labor No. 8817.*)

Milk Wagon Drivers No. 390. (See *Teamsters No. 380.*)

Molders No. 106 (Iron and Steel). Pilgrim Hall, 604 Washington St.; 2d and 4th Wed.; William John, B. A., Room 410, 665 Washington St.

Molders No. 428 (Coremakers). 995 Washington St.; 1st and 3d Fri.; James M. Curley, S. T., 95 Business St., H. P.; William John, B. A., Room 410, 665 Washington St.

Molders No. 468 (Brass Molders and Brass Core Makers). Association Hall, 995 Washington St.; Frank Meehan, C. R., 192 Somerville Av., Somerville; William John, B. A., Room 410, 665 Washington St.

Mosaic, Terrazzo, and Composite Workers. (See *Marble-Mosaic Workers.*)

Moving Picture Operators No. 188. 113½ Eliot St.; 1st and 3d Wed.; William C. Franke, B. A.

Moving Picture Operators Assembly No. 3030 (K. of L.). Good Templar Hall, 1234 Washington St.; 1st and 3d Sun.; E. O. Randall, R. S., 47 Pearl St., Chas.; Thomas H. Canning, Dist. M. W., 228 Tremont St.

Municipal Service Association (All city departments). Revere House, Bowdoin Sq.; 2d Wed.; Vincent H. Jacobs, S., 41 Whitfield St., Dor.

Musical and Theatrical Industrial Union No. 9. Room 12, 27 School St.; on call, usually 1st Sat.; E. Clifton Butler, S., 149 Linwood Av., Newtonville; Arthur W. Kenney, B. A., 143 Sagamore Av., Chas.

Musicians Protective Association No. 9. 56 St. Botolph St.; 1st Thurs.; Edward J. Spring, S. T.

New Yard Employees: Branch No. 1. 116 Chelsea St.; Chas.; Mon.; John T. Taylor, F. S., 2 Bradford Pl., Everett.

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Navy Yard Storemen's Union No. 14460. Owl Hall, 66 Main St., Chas.; 2d Tues.; William F. Ryan, R. S., 105A Third St., Wellington.

Newer Wagon Drivers, Chauffeurs, and Helpers No. 259. (See *Teamsters No. 259.*)

News Writers No. 1. 606 Old South Bldg.; 1st Thurs.; Philip J. Halvosa, S., care of "Boston American", 88 Summer St.

Newsboys Protective Union No. 9077. 30 Hanover St.; 2d and 4th Sun.; J. Appelbaum, S., Room 6, 258 Washington St.

Newspaper and Periodical Sellers. (See *Retail Clerks No. 1325.*)

Overall and White Duck Coat Workers No. 163. (See *Garment Workers No. 163, United.*)

Painters No. 1, Independent (Hebrew). 30 Leverett St.; Tues.; Jacob Magerer, S., 13 Parkman St.

Painters and Decorators No. 11. 987 Washington St.; Tues.; John T. Cashman, R. S., 439 E. Third St., S. B.; Jeffrie Boudrot, B. A., and John Walsh, B. A., 12 Kneeland St.

Painters, Decorators, and Paperhangers No. 258. (See *Paperhangers.*)

Painters No. 358, Railway Equipment (N. Y., N. H. & H. R.R.). Harmony Hall, 724 Washington St.; 1st and 3d Wed.; John J. McCarthy, R. S., 13 Lyon St., Dor.

Painters No. 391 (Sign Writers). 12 Kneeland St.; 2d and 4th Mon.; John J. Lynch, R. S., 33 Hawkins St.; John F. Welch, B. A., 89 E. Brookline St.

Painters No. 402, House and Ship (East Boston). Central Hall, Central Sq., E. B.; Mon.; Alfred Fuglestad, R. S., 52 Rock Valley Av., Everett.

Painters, Decorators, and Paperhangers No. 655 (Hyde Park). Lyric Hall, E. River St., H. P.; 1st and 3d Fri.; Charles O. Roberts, R. S., 27 Albion St.

Pants Makers No. 173. (See *Garment Workers No. 173, United.*)

Paper Box Makers No. 14497. 987 Washington St.; 3d Sun.; George W. Canning, S., 19 Russell Ct., Malden.

Paperhangers No. 253. Harmony Hall, 724 Washington St.; Mon.; A. H. Lawford, R. S., 156 L St., S. B.

Park Department Employees No. 12435. 987 Washington St.; 4th Sun.; Edward J. McLaughlin, S., 490 Bennington St., E. B.

Park Employees Assembly No. 7675. 987 Washington St.; 1st Sun.; Patrick McKensie, M. W., 228 Chestnut Av., J. P.

Patent Makers Association of Boston and Vicinity. Templar Hall, 724 Washington St.; Tues.; F. C. Chaplin, S., 248 Neponset Av., Dor.; W. A. Clough, B. A., Room 410, 665 Washington St.

Pavers No. 1. 987 Washington St.; 1st and 3d Thurs.; Philip F. McGinn, F. S. and B. A., 20 Adams Pl., Rox.

Pavers Association (City of Boston). 987 Washington St.; 3d Fri.; Edward F. Simpson, F. S., 8 Conant St., Rox.

Pavers Assembly No. 1632. 228 Tremont St.; 1st and 3d Sun.; Stephen Costello, S. and B. A., 209 Gold St., S. B.

Local Trade Unions.

BOSTON — Con.

Paving Department Employees Assembly No. 9816. Barbers Hall, 1125 Washington St.; 2d Wed.; Cornelius J. Donovan, S., 34 Francis St., Rox.; John H. McCarthy, M. W., 18 Pleasant St., Dor.

Penal Institution Department Employees No. 775. School Hall, Deer Island; 1st Mon. and 3d Fri.; Patrick Shiels, R. S., 398 K St., S. B.

Photo-Engravers No. 3. Elks Upper Hall, 24 Hayward Pl.; 1st Sun.; John F. Maguire, F. S., and B. A., 414 Medford St., Somerville.

Piano and Furniture Movers and Helpers No. 345. (See Teamsters No. 345.)

Piano and Organ Workers No. 19. 987 Washington St.; 2d Tues.; William Sanborn, S., 1249 Broadway, W. Somerville.

Plasterers No. 10 (Operative). Paine Memorial Bldg., 11 Appleton St.; 1st and 3d Wed.; James O'Connor, F. S., 1053 Saratoga St., E. B.; Arthur P. Doyle, B. A., 106 Fremont St., Somerville.

Plasterers Tenders No. 154. (See Hod Carriers and Building Laborers No. 154.)

Plate Printers No. 3. (See Steel and Copper Plate Printers No. 3.)

Plumbers No. 18. 987 Washington St.; Mon.; Thomas L. Pratt, S. and B. A.

Plumbers No. 175. (See Gas Fitters, Fixture Fitters, and Hangers.)

Plumbers No. 557. (See Steamfitters and Helpers.)

Press Feeders and Helpers. (See Franklin Association No. 18.)

Printing Pressmen and Assistants No. 3. (See Web Pressmen.)

Printing Pressmen and Assistants No. 18. (See Franklin Association.)

Printing Pressmen No. 67. Elks Hall, 24 Hayward Pl.; 4th Wed.; J. Frank O'Hare, S. and B. A., 258 Washington St.

Public Grounds Department Employees No. 12434. Vernon Hall, 1208 Tremont St.; 1st Tues.; Joseph P. Kilday, Pres., 17 Kenney St., Rox.

Public Works Department Employees. (See Sub-Foremen's Association.)

Railroad Building Mechanics No. 1. Engineers Hall, 164 Canal St.; 1st Thurs.; Neal E. Doherty, R. S., 15 Minot St., N. Woburn.

Railroad Carpenters. (See Carpenters No. 1902.)

Railroad Freight Handlers. (See Freight Handlers.)

Railroad Machinists. (See Machinists No. 567.)

Railroad Machinists Helpers No. 914. (See Machinists Helpers No. 914.)

Railroad Sheet Metal Workers. (See Sheet Metal Workers No. 372.)

Railroad Signalmen: Bunker Hill Lodge No. 6 (B. & M. R.R.). 188 Hanover St.; 2d and 4th Thurs.; N. Wool, S. T., 15 Sheafe St., Maplewood, Malden.

Railroad Signalmen: Pioneer Lodge No. 5 (N.Y., N. H. & H. R.R.). Pilgrim Hall, 12 Kneeland St.; 1st and 3d Sat.; John Collins, R. S., Sprague St., Readville.

Railroad Station Agents: Boston Division No. 1 (B. & M. R.R.). 164 Canal St.; 3d Sun.; J. E. Jones, S., Tufts College, Mass.

BOSTON — Con.

Railroad Station Agents: Boston Division No. 2 (B. & A. R.R.). United States Hotel; 4th Sun.; H. S. Hilts, S., Newton Highlands, Mass.

Railroad Station Agents: Consolidated Division No. 3 (N. Y., N. H. & H. R.R.). United States Hotel; 2d Sat.; P. H. Phinney, S., Monument Beach, Mass.; J. H. Weir, Treas., Canton, Mass.

Railroad Station Agents: Worcester Division No. 4 (B. & A. R.R.). Boston, Springfield or Pittsfield on call; 3d Sun.; J. L. Charditt, S., Charlton Depot, Charlton, Mass.

Railroad Station Employees: Boston & Maine Division No. 1. 164 Canal St.; 4th Thurs.; John H. O'Hara, R. S., 21 Bailey St., Everett.

Railroad Stationmen (B. & M. R.R.). North Sta.: 3d Tues., Jan., May, Oct., and Dec.; James A. Franklin, C. S., 61 Arlington St., W. Medford.

Railroad Switchmen: Constitution Lodge No. 200. 150½ M St., S. B.; 2d and 4th Sun.; E. R. Koebe, S. T., 159 W. Canton St.; George Wise, B. A.

Railroad Telegraphers: Boston Division No. 41 (B. & M. R.R.). Engineers Hall, 164 Canal St.; 2d Sat.; F. C. McGrath, S. T., 16 Water St., Winchester; J. B. Bode, B. A.

Railroad Telegraphers No. 89 (N. Y., N. H. & H. R.R.). 624 Washington St.; 1st and 3d Sat.; J. H. McDermott, S. T., 46 Crocker St., Mansfield; J. P. Riley, B. A., Adams St., Norwood, and Leonard J. Ross, B. A., 15 Sprague St., Providence, R. I.

Railroad Telegraphers No. 156. Rathbone Hall, 694 Washington St.; 1st Tues. and 3d Sat.; James Melville, S. T., 2 Kearsarge Av., Rox.; E. C. Barringer, Gen. Ch., 45 Warren Av.

Railroad Trainmen: Boston Lodge No. 97. (N. Y., N. H. & H. R.R.). Ancient Landmark Hall, 3 Boylston Pl.; 1st and 4th Sun.; Martin V. Brennan, S., 80 Woodlawn St., J. P.; P. J. Moran, Ch., 159 Boston St., Dor.

Railroad Trainmen: Bunker Hill Lodge No. 404 (B. & M. R.R. Freight Service). Memorial Hall, 14 Green St., Chas.; 1st and 3d Sun.; Arthur H. Deane, Treas., 273 Medford St., Somerville; W. O. Wood, S. and B. A.

Railroad Trainmen: City Point Lodge No. 507 (N. Y., N. H. & H. R.R. Passenger Service). Odd Fellows Hall, 409 Broadway, S. B.; 2d and 4th Sun.; Charles B. Berger, S., 345 E. Eighth St., S. B.

Railroad Trainmen: Puritan Lodge No. 621 (B. & M. R.R.). Mishawum Hall, 11 City Sq., Chas.; 1st Sun. and 3d Thurs.; W. P. Tanton, S., 15 Shirley St., Lexington.

Railroad Trainmen: Trimountain Lodge No. 486 (B. & A. R.R.). 10 Franklin St., Alls.; 1st and 3d Sun.; E. A. Nicholson, S., 59 Charles St., Auburndale.

Railroad Transfer Messengers and Clerks No. 11639. 987 Washington St.; 1st Wed.; Albert F. Harris, S., care of Armstrong Transfer Co., North St.

Railway Carmen: Bay State Lodge No. 108 (N. Y., N. H. & H. R.R.). 730 Washington St.; 2d Sun.; William H. Keenan, S., 278 Railroad Av., Norwood.

Local Trade Unions.

BOSTON — Con

- Railway Carmen: Bay View Lodge No. 67* (N. Y., N. H. & H. R.R.). Paine Memorial Hall, 9 Appleton St.; 3d Sun.; John J. Lane, S., 107 St. Alphonsus St., Rox.
- Railway Carmen: Harbor View Lodge No. 98* (B. & A. R.R.). Friendship Hall, 694 Washington St.; last Sun.; M. L. Heeger, Pres., 77 Easton St., Alla.
- Railway Carmen: South Bay Lodge No. 555*. Friendship Hall, 694 Washington St.; 1st and 3d Sun.; Richard Moran, S., 23 Delle Av., Rox.
- Railway Clerks: Boston Lodge No. 119* (B. & M. R.R.). Engineers Hall 164 Canal St.; 1st Mon.; George H. Streeter, S., 160 Beverly St.
- Railway Clerks: Fort Point Lodge No. 117* (B. & A. R.R.). Elks Hall, 24 Hayward Pl.; 1st Wed.; R. F. Shields, S., Brighton Depot.
- Railway Clerks: Massachusetts Bay Lodge No. 71* (B. & M. R.R., Freight Department Auditing). 164 Canal St.; 3d Mon.; J. T. Unwin, F. S., 152 Causeway St.; F. J. Tague, Ch. Protective Committee, 67 Pearson Rd., Somerville.
- Railway Clerks: Northern Union Lodge No. 74* (B. & M. R.R., Car Service Department). Revere House, Bowdoin Sq.; 1st Tues.; W. S. Andrews, R. S., 843 Ocean Av., Revere.
- Railway Clerks: Old Colony Lodge No. 143* (N. Y., N. H. & H. R.R.). Pilgrim Hall, 694 Washington St.; 2d Sun. and 4th Fri.; Patrick E. Kelleher, S. and B. A., 16 Roach St., Dor.
- Railway Conductors: Bay State Division No. 415*. Engineers Hall, 164 Canal St.; 1st Sun. and 3d Thurs.; Royal E. Beal, S. T., 179 Broadway, Lawrence.
- Railway Conductors: Boston Division No. 122*. John Winthrop Hall, 446 Tremont St.; 3d Sun.; Joseph Moreau, S. T., 1273 Hyde Park Av., H. P.
- Railway Conductors: New England Division No. 157*. 24 Hayward Pl.; 4th Sun.; C. W. Merrill, S. T., 29 Evergreen St., Rox.
- Railway Equipment Painters*. (See *Painters No. 533*.)
- Raincoat Makers*. (See *Industrial Workers No. 190*.)
- Retail Clerks No. 143* (Drug Clerks) (East Boston). On call; 2d and 4th Thurs.; H. B. Parkinson, C. S. and F. S., 173 Lexington St., E. B.
- Retail Clerks No. 539* (Rosindale). Fairview Hall, Rosindale; 2d and 4th Tues.; William G. Hay, F. S., 24 Florence St., Ros.; W. L. Kretschmar, B. A., Penfield St., Ros.
- Retail Clerks No. 798* (Dry Goods Clerks). Templar Hall, 724 Washington St.; 2d and 4th Fri.; William E. Lynahey, R. S., 9a Dana St., Rox.; Gustaf W. Bratt, S. T. and B. A., 37 Edson St., Dor.
- Retail Clerks No. 1900*. E. A. Smith, S., 56 Woodlawn St., Forest Hills.
- Retail Clerks No. 1313* (Grocery and Provision Clerks). 987 Washington St.; 2d and 4th Sun.; W. A. Dwyer, C. S. and F. S. T., 68 Quincy St.

BOSTON — Con.

- Retail Clerks No. 1333* (Newspaper and Periodical Sellers). 7 Warrenton St.; on call; Mrs. Helen Howard, Pres., 76 Thorndike St., Rox.
- Roofers No. 20* (Composition, Damp, and Waterproof Workers). 386 Harrison Av.; 2d and 4th Mon.; T. J. Sheehan, B. A., 36 Thomas Pk., S. B.
- Roundhouse Employees Assembly No. 1063* (B. & M. R.R.). Hibernian Hall, cor. Union and Lawrence Sts., Chasn.; Charles W. Quinn, R. S., 237 Washington St., Malden.
- Rulers No. 12*. 606 Old South Bldg.; 4th Mon.; Frank E. Leary, S., 531 Ninth St., S. B.
- Sail and Awning Makers No. 14555*. Room 5, 3 Long Wharf; 1st Mon.; Fred Johnson, S., 59 Essex St., Cambridge.
- Sailors Association, Eastern and Gulf (Inc.)*. 1½ Lewis St.; Tues.; Percy J. Pryor, S.; Nels Nelsen, B. A.
- Sanitary and Street Cleaning Department Drivers and Helpers No. 149*. (See *Teamsters No. 149*.)
- Sanitary and Street Cleaning Department Employees*. (See *Ben Franklin Assembly No. 5483*.)
- Sewer Department Employees No. 680*. Harrison Hall, 1651 Washington St.; 2d and 4th Tues.; Fred J. Steele, F. S., 680 Albany St.
- Sheepskin Coat Makers No. 267*. (See *Garment Workers No. 267, United*.)
- Sheet Metal Workers No. 17*. Paine Memorial Hall, 9 Appleton St.; Mon.; Edward F. X. McCarthy, S.; James Moriarty, B. A.
- Sheet Metal Workers No. 92*. (See *Coppersmiths*.)
- Sheet Metal Workers No. 133* (Hyde Park). French's Hall, Hyde Park; semi-monthly; William McCormick, R. S., 22 Brookside Av., J. P.
- Sheet Metal Workers No. 372* (N. Y., N. H. & H. R.R.). Naomi Hall, 724 Washington St.; 3d Thurs.; William A. Cannavan, R. S., 571 Tremont St.; James Finnegan, B. A., 137 Thornton St., Rox.
- Ship Carpenters No. 1671* (East Boston). (See *Carpenters No. 1671*.)
- Shirt Waist Makers No. 49, Ladies*. (See *Garment Workers No. 49, Ladies*.)
- Shoe Repairers No. 380* (B. & S. W.). 694 Washington St.; on call; Augustus Hopkins, S. pro tem., 246 Summer St.
- Shoe Workers No. 15* (U. S. W.). 52 Meridian St., E. B.; alt. Tues.; William Watson, B. A.
- Shoe Workers No. 73*. (See *Cutters No. 73, U. S. W.*)
- Shop and Mill Men No. 1410*. (See *Carpenters No. 1410*.)
- Sign Writers No. 391*. (See *Painters No. 391*.)
- Shirt and Cloak Pressers No. 12*. (See *Garment Workers No. 12, Ladies*.)
- Stablemen and Garagemen No. 367*. (See *Teamsters No. 367*.)
- Stair Builders No. 1573*. (See *Carpenters No. 1573*.)
- Stationary Firemen No. 243*. 987 Washington St.; 2d and 4th Tues.; John E. Patts, R. S., 27 Randolph Rd., Mat.; James Fee, B. A., 6 Minton St., Dor.; Peter Mackey, B. A., 134 Hampton St.

Local Trade Unions.

BOSTON — Con.

Steam Engineers No. 4. (See *Hoisting and Portable Engineers.*)

Steam Engineers No. 16. America Hall, 724 Washington St.; Fri.; William Kelly, R. S., 8 Aorn St., Cambridge.

Steam Engineers No. 74. (See *Coal Hoisting Engineers.*)

Steam Engineers No. 263 (Mercantile, Down Town). Engineers Hall, 995 Washington St.; Thurs.; E. L. Munroe, S., 60 Berkeley St.

Steamfitters No. 23. 18 Kneeland St.; Mon.; G. E. Flynn, S., 4 Spring Ct., Rox.; John J. Brophy, B. A., 4 Spring Ct., Rox.

Steamfitters No. 76 (N. Y., N. H. & H. R.R., Readville). 724 Washington St.; J. Fred Currie, S., 58 Reed St., Dedham.

Steamfitters and Helpers No. 537. 386 Harrison Av.; Wed.; Charles R. McCarthy, R. S., 114 Shiller Rd., Dedham; Austin Fales, B. A.

Steamfitters Helpers No. 26. 18 Kneeland St.; 1st and 3d Tues.; John Burke, S., 18 Kneeland St.; John J. Brophy, B. A., 4 Spring Ct., Rox.

Steam Shovel and Dredgemen No. 14 (East Boston). Central Hall, Central Sq., E. B.; 2d Sun.; Peter Breen, S. T., 176 Poplar St., Rox.

Steamship Clerks. (See *Longshoremen No. 811.*)

Steel and Copper Plate Printers No. 3. 987 Washington St.; 2d Mon.; Walter A. Burke, R. S., 22 Whitney St., Rox.

Stereotypers No. 2. Elks Hall, 24 Hayward Pl.; 3d Wed.; John J. Sharkey, R. and C. S., 40 Norton St., Dor.

Stone Cutters Association, Journeymen. 386 Harrison Av.; 2d and 4th Fri.; Jeremiah J. Connelly, R. S., 11 Rollins Ct.; John Stevens, B. A.

Stone Masons No. 9. 386 Harrison Av.; Wed.; John McLaren, C. S., Charlesbank Homes, Charles St.; Patrick J. Walsh, B. A.

Street and Electric Railway Employees No. 589. K. of P. Hall, 724 Washington St.; 2d and 4th Thurs.; Owen P. Moore, S., 436 Old South Bldg.; Matthias J. Needale, B. A., 96 Lawn St., Rox.

Sub-Foremen's Association (Highway Division of Public Works Department). Barbers Hall, 1125 Washington St.; 1st and 3d Fri.; Martin J. Paddern, S., 105 Quincy St., Dor.

Table Glove Cutters. (See *Glove Cutters, Table.*)

Tailors No. 1 (Coat Makers). (See *Garment Workers No. 1.*)

Tailors No. 12, Journeymen. Carpenters Hall, 30 Hanover St.; 1st and 3d Wed.; Frank DeLuca, R. S. and B. A., 65 Conwell Av., W. Somerville.

Tailors No. 149 (Lithuanian). (See *Garment Workers No. 149.*)

Tailors No. 225 (Italian). (See *Garment Workers No. 225.*)

Teamsters No. 25 (General). 995 Washington St.; 2d and 4th Sun.; Joseph J. Hunt, S. T., 31 Thacher St.; Michael J. O'Donnell, B. A., 31 Thacher St.

Teamsters No. 58 (Ambulance Drivers and Chauffeurs). 724 Albany St.; 4th Sun.; Eugene S. Cronin, S. T., 754 Albany St.

BOSTON — Con.

Teamsters No. 60 (City Department Chauffeurs). Batchelors Hall, 282 Dudley St.; 2d and 4th Thurs.; Timothy J. Kelleher, Pres., 710 Albany St.

Teamsters No. 68 (Coal Teamsters and Helpers). 987 Washington St.; 2d and 4th Sun.; John F. English, R. S., 2a Union Park St.; John R. Lynch, B. A., and John J. Fenton, B. A., 2a Union Park St.

Teamsters No. 120 (Carriage Drivers and Chauffeurs). 724 Washington St.; 1st and 3d Sun.; William J. Ryan, R. S., 311 Shawmut Av.; John J. Driscoll, B. A., 311 Shawmut Av.

Teamsters No. 149 (Sanitary and Street Cleaning Department Drivers and Helpers). 987 Washington St.; 2d and 4th Sun.; James J. Burns, R. S., 29 Webber St., Rox.

Teamsters No. 259 (Wagon Drivers, Chauffeurs, and Helpers). 724 Washington St.; 2d and 4th Thurs.; M. J. Driscoll, S. T., 1066 Bennington St., E. B.

Teamsters No. 343 (Piano and Furniture Movers and Helpers). 1095 Tremont St., Rox.; 2d and 4th Sun.; Patrick J. Steele, S., 15 Elmwood St., Rox.

Teamsters No. 367 (Stablemen and Garagemen). 995 Washington St.; 1st Wed. and 3d Sun.; Michael Fadden, B. A., 30 Atlantic St., S. B.

Teamsters No. 369 (Lumber Teamsters, Tallymen, and Handlers). 987 Washington St.; 1st and 3d Sun.; John F. Sullivan, S. and B. A., 120 Chestnut St., Chelsea.

Teamsters No. 379 (Excavators, Sand, Lime, and Cement). 987 Washington St.; 1st and 3d Sun.; Harry B. Jennings, S. T. and B. A., 311 Shawmut Av.

Teamsters No. 380 (Milk Wagon Drivers). Roughan Hall, City Sq., Chasn.; J. F. Driscoll, S. T. and B. A., 311 Shawmut Av.

Teamsters No. 394 (Department Store Drivers and Chauffeurs). Cornelius Monahan, S., 311 Shawmut Av.

Teamsters No. 395 (Ice Cart Drivers). Washington Hall, 995 Washington St.; 1st and 3d Tues.; Frank A. Davis, S. T. and B. A.; office, 311 Shawmut Av.; residence, 2 Glendale Ter., J. P.

Teamsters No. 612 (Transfer Drivers and Helpers). 987 Washington St.; 2d Thurs.; Frank M. Teahan, R. S., 271 Albany St.

Teamsters No. 631 (Market and Commission House Teamsters). Hibernian Hall, Union St., Chasn.; 2d Thurs.; Eugene S. Mehagan, S., 39 Essex St., Chasn.

Teamsters No. 660 (Laundry Wagon Drivers). 694 Washington St.; 2d and 4th Mon.; Harry Wilder, S., 954 Mass. Av.

Telephone Installers No. 142. (See *Electrical Workers No. 142.*)

Telephone Operators: Sub Local No. 1 of Electrical Workers No. 103. 7 Warrenton St., afternoons; 987 Washington St., evenings; 2d and 4th Fri.; Miss Catherine T. Tierney, R. S., 60 Hecla St., Dor.

Theatrical Stage Employees No. 11. Pilgrim Hall, 694 Washington St.; 4th Sun.; John J. Barry, C. and F. S. and B. A., 75 Albany St.

Local Trade Unions.

BOSTON — Con.

- Theatrical Stage Employees No. 188.* (See *Moving Picture Operators.*)
- Tile Layers No. 22.* *Ceramic, Mosaic, and Encaustic.* Paine Memorial Hall, 9 Appleton St.; 1st and 3d Fri.; Thomas Callahan, S., 386 Harrison Av.
- Tile Layers Helpers No. 36.* *Ceramic, Mosaic, and Encaustic.* Paine Memorial Hall, 9 Appleton St.; 1st and 3d Fri.; Bartholomew Ryan, Treas., 386 Harrison Av.
- Tobacco Strippers.* (See *Cigar Factory and Tobacco Strippers No. 8166.*)
- Transatlantic Steamship Clerks No. 811.* (See *Longshoremen No. 811.*)
- Transfer Drivers and Helpers No. 612.* (See *Teamsters No. 612.*)
- Transfer Messengers and Clerks.* (See *Railroad Transfer Messengers and Clerks No. 11639.*)
- Typographical No. 15.* Faneuil Hall, Faneuil Hall Sq.; 4th Sun.; John O. Battis, S. and B. A., 321 Old South Bldg.
- Upholsterers No. 57* (Wholesale). Upholsterers Hall, 53 Hanover St.; 1st and 3d Thurs.; S. Cohn, S., 7 Plant Av., J. P.; Edwin E. Graves, B. A.
- Upholsterers No. 53.* Upholsterers Hall, 53 Hanover St.; 2d and 4th Thurs.; Edwin E. Graves, S. and B. A.
- Upholsterers No. 84* (Awnings, etc.). Upholsterers Hall, 53 Hanover St.; 1st and 3d Mon.; Miss May Coughlin, S., 60 Mountain Av., Revere; Edwin E. Graves, B. A.
- Upholsterers No. 109* (Carpet Mechanics). Upholsterers Hall, 53 Hanover St.; 1st and 3d Wed.; M. P. Vaughn, S., 33 Withington St., Dor.; Edwin E. Graves, B. A.
- Upholsterers No. 118.* Car (N. Y., N. H. & H. R.R., Readville). Upholsterers Hall, 53 Hanover St.; 2d Thurs.; J. Vath, S.; Edwin E. Graves, B. A.
- Vest Makers No. 172.* (See *Garment Workers No. 172, United.*)
- Wagon Drivers, Chauffeurs, and Helpers.* (See *Teamsters No. 259.*)
- Waist Makers.* (See *Garment Workers No. 49.*)
- Waiters No. 80.* (See *Hotel and Restaurant Employees No. 80.*)
- Waiters, Jewish.* (See *Industrial Workers No. 115.*)
- Water Workers Assembly No. 1927.* 1229 Washington St.; Timothy J. Driscoll, F. S., 14 Medford St., Chasn.
- Water Workers No. 690.* St. Rose Hall, 17 Worcester St.; 3d Wed.; Lawrence Murphy, C. S., Adams St., Dor.
- Web Pressmen No. 3.* Investigation Hall, 9 Appleton St.; 3d Tues.; F. W. Dunn, C. and F. S., 41 Webster St., Alla.
- Wharf and Bridge Carpenters No. 1393.* (See *Carpenters No. 1393.*)
- Willow, Reed, and Rattan Workers No. 14565.* Sherwood Hall, 188 Hanover St.; 2d and 4th Mon.; Vincent S. Pote, Ch. Trustees, 18 Chestnut St., Chelsea.
- Wood Carvers Association.* Templar Hall, 724 Washington St.; 1st and 3d Fri.; Richard M. Murphy, S., 500 E. Sixth St., S. B.

Braintree.

- Boot and Shoe Workers No. 143* (Mixed) (S. Braintree). Hampton House Bldg.; 1st and 3d Tues.; William J. Madden, F. S. and B. A., 3 French Av., S. Braintree.
- Carpenters No. 1650* (S. Braintree). B. and S. W. Hall, Hammond House; 2d and 4th Fri.; James I. Peers, R. S., 52 Water St., E. Weymouth; Leroy W. Beedle, B. A., 208 Allen St., E. Braintree.
- Industrial Workers No. 34* (E. Braintree). Peter Cornier, S., 57 Allen St., E. Braintree.

Bridgewater.

- Boot and Shoe Workers No. 357.* Elwell Bldg.; on call of Pres.; Royal F. Dano, F. S., Box 142; James Murphy, B. A., Box 142.
- Carpenters No. 1046.* Elwell Block; 1st and 3d Tues.; W. F. Swift, S., Pleasant St.
- Painters, Decorators, and Paperhangers No. 1057.* Elwell Bldg.; Thurs.; Arthur Provost, Pres., 75 Spring St.

BROCKTON.

- Bakers and Confectioners No. 180.* Irish National Foresters Hall, 9 E. Elm St.; 2d and 4th Sat.; Leon Butler, C. and R. S., 66 Highland St., Bartholomew Egan, B. A., 9 Railroad Av.; Campello.
- Bakery Wagon Drivers No. 57.* Culinary Alliance Hall, 43 Main St.; 2d Tues.; Daniel H. Phillips, R. S., 62 Crescent St.; Joseph Fitzpatrick, B. A., 101 Cross St.
- Barbers No. 238.* 13 E. Elm St.; 4th Tues.; P. J. Sheehan, F. S. and B. A., 539 Main St.
- Blacksmiths No. 216.* Teamsters Hall, 140 Court St.; 1st and 3d Mon.; Denis O. Shea, R. S., 282 No. Montello St.
- Boot and Shoe Workers No. 38* (Mixed) (B. & S. W.). 52 Centre St.; 2d and 4th Wed.; John P. Meade, B. A.
- Boot and Shoe Workers No. 393* (Shoe Repairers). 43 Main St., Rm. 6; 1st and 3d Mon.; John J. Holland, F. S., 579 Main St.
- Bricklayers and Plasterers No. 5.* Bricklayers and Plasterers Hall, 19 E. Elm St.; Thurs.; F. J. Marden, S., 202 Dover St.
- Building Laborers No. 13.* 13 E. Elm St.; 1st and 3d Sat.; William H. Shaw, S., 94 E. Railroad Av.; Frank Kittredge, B. A., 38 Walnut St.
- Carpenters No. 624.* 28 Main St.; Mon.; Walter Pratt, S. and B. A., 461 N. Quincy St.
- City Employees Union.* Irish National Foresters Hall, 9 E. Elm St.; 2d Thurs.; Michael Creeden, Pres., 100 Grove St.
- Clothing and Shoe Clerks No. 504.* 43 Main St.; 4th Thurs.; George L. Carr, S. T. and B. A., 85 Grafton St.
- Culinary Alliance.* (See *Hotel and Restaurant Employees No. 161.*)
- Cutters No. 35* (B. & S. W.). 57 Centre St.; 1st and 3d Thurs.; Daniel F. Whalen, S., 91 N. Leyden St.; W. E. Joooy, F. S. and B. A., 30 Ward St.
- Cutting Die and Cutter Makers No. 307.* Irish National Foresters Hall, 13 E. Elm St.; 2d Fri.; Leonard S. Rants, R. S., 56 Turner St.

Local Trade Unions.

BROOKTON — Con.

Dressers and Packers No. 365 (B. & S. W.). Eagle Hall, 57 Centre St.; 2d Mon.; Dennis E. McCarthy, F. S. and B. A., 21 Parish Bldg.

Dry Goods Clerks No. 805. Masonic Hall; 1st and 3d Tues.; Clarence Faulkner, S. T., Bridgewater; Arthur Keyes, B. A., 43 Main St.

Edgemakers No. 118 (B. & S. W.). 28 Main St.; 1st and 3d Thurs.; Thomas C. Farrell, S. and B. A.

Elastic Goring Weavers. Co-operative Hall, 426 No. Warren Av.; 2d Tues.; Alfred Haughton, S., 50 Cherry St.

Electrical Workers No. 225. B. T. C. Hall, 126 Main St., Rm. 26; Albert H. Searles, R. S., 30 Hamilton St.

Electrical Workers No. 499 (Telephone Workers). L. O. O. M. Hall, 138 Main St.; 1st and 3d Wed.; F. B. Goodwin, Pres. and B. A., 10 Day Av.

Finishers No. 37 (B. & S. W.). Eagle Hall, Main St.; 1st and 3d Mon.; Frank Moriarty, S. and B. A., 22 Parish Bldg.

Granite Cutters. Walter Burnett, Dist. Officer, 30 Farrington St.

Grocery and Provision Clerks No. 368. 43 Main St., Rms. 7 and 8; 1st and 3d Wed.; A. M. Keyes, B. A.

Heelers, Sluggers, Breasters, and Shavers No. 370 (B. & S. W.). Foresters Hall, E. Elm St.; 1st and 2d Mon.; F. W. Farrell, F. S., T., and B. A., 93½ Montello St.

Hotel and Restaurant Employees No. 161. 43 Main St.; 1st and 3d Tues.; Mrs. Lena Driscoll, R. S.; Charles J. McCarthy, B. A.

Lasters No. 100 (B. & S. W.). Eagle Hall, 57 Centre St.; Fri.; Frank Simpson, F. S., 307 Satucket Bldg.; William J. Collins, B. A., 307 Satucket Bldg.

Lathers No. 123. Washburn Bldg., Main St.; 1st and 3d Mon.; Edward English, S., Cor. Centre and Everett Sts.

Laundry Wagon Drivers No. 272. Culinary Alliance Hall, 43 Main St.; 2d Tues.; John F. Gardner, R. S., 1011 Warren Av.; Louis Pollican, B. A., 35 Court St.

Laundry Workers No. 64. Treers Hall, 26 Centre St.; 2d and 4th Thurs.; P. F. Hanley, F. S., 155 Crescent St.

Machinists No. 176. 126 Main St., Rm. 26; 1st and 3d Thurs.; E. E. Libby, R. S., 47 Wheeler Av.

Musicians Protective No. 138. 6 Main St., Rm. 1; 1st and 3d Sun.; Walter M. Steele, S.

Painters, Decorators, and Paperhangers No. 296. Emmet Hall, E. Elm St.; Tues.; Frank Kittredge, B. A., 38 Walnut St.

Plumbers No. 276. Orpheum Theatre Bldg., E. Elm St.; Mon.; J. J. Callahan, R. S., 11 Snell Pl.; Frank Kittredge, B. A., Washburn Bldg.

Printing Pressmen No. 108. Arcade Bldg., Main St.; 2d Tues.; R. A. Gould, S. T., 96 Moraine St.

Roofers Protective Nos. 24 and 28. 2d and 4th Thurs.; D. H. Barry, S., 39 Prospect St.

Sheet Metal Workers No. 248. Washburn Bldg., Main St.; Tues.; A. L. Doten, F. S., 216 No. Pearl St.; Frank G. Kittredge, B. A., 38 Walnut St.

BROOKTON — Con.

Skivers No. 406 (B. & S. W.). 43 Main St., Rms. 7 and 8; 1st and 3d Mon.; Harry A. Tyler, F. S. and B. A.

Sole Leather Workers No. 74 (B. & S. W.). B. and S. W. U. Hall, 52 Centre St.; 2d and 4th Tues.; John P. Meade, F. S. and B. A.

Solefasteners and Roughrounders No. 111 (B. & S. W.). Parish Bldg., Rm. 20, 23 Main St.; 2d and 4th Mon.; Emmet T. Walls, F. S. and B. A., Box 409.

Special Police Association. Home Bank Bldg., Main St.; William H. Ricker, S. T., 169 Forest Av.

Stationary Firemen No. 47. 13 E. Elm St.; 1st Fri. and 3d Sun.; T. F. Heffernan, F. S., 832 S. Main St.

Steam and Gasfitters No. 316. B. T. C. Hall, 126 Main St.; 2d and 4th Mon.; A. R. Gardner, S., 152 Foster St.

Steam Engineers No. 501. Engineers Hall, 47 Centre St.; Fri.; Roderick Donnell, C. S., 84 Foster St.

Stitchers Union No. 154 (B. & S. W.). Marston Bldg.; 2d and 4th Fri.; Michael A. Caffrey, F. S., First Parish Bldg., Rm. 23; James Duffy, B. A., First Parish Bldg.

Stonemasons No. 14. Orpheum Theatre Bldg., E. Elm St.; 1st and 3d Sat.; Dennis Kelleher, F. S., 30 Foster St.

Street and Electric Railway Employees No. 235. Foresters Hall, 54 Main St.; 3d Mon.; J. C. Macomber, R. S., 44 Tremont St.

Tailors No. 106. Arcade Bldg., Main St.; 1st Mon.; Peter Nesbitt, S., 23 Centre St.

Teamsters No. 193. Teamsters Hall, 140 Court St.; 1st Tues.; Joseph J. Dobby, R. S., 229 No. Montello St.; Louis W. Pelquin, B. A., 138 Court St.

Theatrical Stage Employees No. 149. Arcade Bldg.; 3d Tues.; John Kenney, S., Hathaway's Theatre; Charles Reed, B. A., Empire Theatre.

Treers No. 36 (B. & S. W.). 26 Centre St.; 1st and 3d Fri.; Patrick McEntee, B. A.

Typographical No. 224. Garde d'Honneur Hall, 13 North Main St.; 2d Tues.; John A. Hancock, S. T., 1133 N. Main St., Montello.

Vampers No. 266 (B. & S. W.). 23 Main St., Rm. 24; 2d Mon.; Walter M. Steele, F. S. and B. A.

Brookfield

Boot and Shoe Workers No. 252 (Mixed). Union Room, Old Library Bldg.; 1st Tues.; A. H. Bellows, F. S., Brookfield, Mass.

Brookline.

Carpenters No. 458. 178 Washington St.; Mon.; William H. Walsh, S. and B. A.

Hod Carriers and Building Laborers No. 301. 178 Washington St.; 2d Sun.; Thomas J. McLaughlin, S., 1 Walter Av.

Industrial Workers No. 574 (Propaganda union). 13 Florence St.; Mon.; John F. Nason, S. T., 12 Homer St.

Local Trade Unions.

Brookline — Con.

- Painters, Decorators, and Paperhangers No. 709.* 178 Washington St.; 1st and 3d Wed.; James McAvonis, F. S., 39 Barrett St., Revere.
- Town Employees No. 12540.* Goddard Hall, 178 Washington St.; 1st and 3d Sun.; Frank J. Crohan, R. S., 43 Boylston St.

CAMBRIDGE.

- Boilermakers: University City Lodge No. 515.* (See BOSTON.)
- Bookbinders No. 204.* Cambridge Hall, 631 Massachusetts Av.; 4th Thurs.; Daniel A. Mullen, S., Box 31, Sta. A.; William S. Mullen, B. A., 51 Beech Glen St., Roxbury.
- Bookbinders No. 207.* G. A. R. Hall, Central Sq.; 2d Tues.; Elisabeth Canavan, R. S. and B. A., 19 Neptune Rd., East Boston.
- Bricklayers, Masons, and Plasterers No. 34.* Downey Hall, Windsor and Cambridge Sts.; Daniel Sullivan, Pres., 119 Spring St., East Cambridge.
- Building Laborers No. 295.* Raymond Hall, Massachusetts Av.; 1st Sun.; Michael J. Donohue, F. S., 145 Hamilton St.
- Carpenters No. 441.* Cambridge Lower Hall, 631 Massachusetts Av.; Wed.; R. D. Sullivan, R. S., 111 Concord Av.; J. F. Toomey, B. A., 234 Sycamore St., Waverley.
- Carpenters No. 1653 (North Cambridge).* Fraternity Hall, 2107 Massachusetts Av.; Tues.; Thomas S. Babineau, R. S., 70 Porter Rd.; J. F. Toomey, B. A., 234 Sycamore St., Waverley.
- City Employees No. 8279.* Cambridge Lower Hall, 631 Massachusetts Av.; 1st and 3d Mon.; M. D. Collins, Pres., 235 Upland Rd.
- Meat Cutters and Butcher Workmen No. 162 (Sausage Makers).* Sixth and Spring Sts.; 2d Sun.; Herman Olffe, S., 26 Granville Av., Medford.
- Meat Cutters and Butcher Workmen No. 353.* Bacon Hall, Union Sq., Somerville; 2d Wed. and 4th Sun.; Michael Powers, F. S. and B. A., 915 Cambridge St.
- Musicians Assembly No. 1531 (K. of L.).* Cor. Prospect St. and Massachusetts Av.; Fri.; William F. Carmichael, B. A., 671 Massachusetts Av.; Thomas H. Canning, Dist. M. W., 228 Tremont St., Boston.
- Painters No. 661.* 40 Prospect St.; 2d and 4th Thurs.; Henry A. Pitts, T., 2052 Massachusetts Av., N. Camb.
- Rubber Workers No. 14361.* P. Hurley, S., 74 Tudor St., S. Boston.
- Saw Workers No. 225.* Downey Hall, Windsor and Cambridge Sts.; 2d Sat.; Joseph Landers, C. S., 43 School St.

Canton.

- Carpenters No. 1754.* Canton Catholic Club Hall, Washington St.; Fri.; S. Marsden, R. S., 253 Neponset St.; Benjamin S. Bolles, B. A., Box 135, Sharon.

Canton — Con.

- Painters, Decorators, and Paperhangers No. 754.* Stoughton; Thurs.; Walter E. Pierce, S., Box 174, Sharon.

Chelmsford.

- Granite Cutters (West Chelmsford).* Historical Hall, West Chelmsford; 1st Thurs. after 15th; John Burne, C. S., Box 136, West Chelmsford.
- Paving Cutters No. 20 (West Chelmsford).* Town Hall, N. Chelmsford; 2d Mon.; Gus Swanson, S., Westford, Mass.
- Quarry Workers No. 98 (West Chelmsford).* Marshalls Hall, W. Chelmsford; 3d Mon.; Arthur Church, C. S. and B. A., Box 64, W. Chelmsford.

CHELSEA.

- Boot and Shoe Workers No. 272 (Mixed).* 253 Broadway; 2d and last Tues.; Walter G. Austin, S., 253 Broadway.
- Carpenters No. 443.* K. of P. Hall, 220 Broadway; Mon.; A. E. Prouse, S., 33 Cook Av.; Charles Noel, B. A., 96 Grove St.
- Carpenters No. 937 (Hebrew).* 108 Park St.; Tues.; A. Kline, S., South St.; Kalnan Disler, B. A., 66 Essex St.
- City Employees No. 38.* A. O. H. Hall, 13 Fifth St.; 2d Mon.; David Coleman, R. S., 89 Central Av.
- Iron Molders No. 129.* Union Hall, 220 Broadway; 4th Fri.; Jeremiah F. McCarthy, C. R., 118 Bennington St., East Boston; William John, B. A., 25 Wilbur St., Everett.
- Painters, Decorators, and Paperhangers No. 623.* 108 Park St.; 1st and 3d Tues.; Philip Beadansky, F. S., 21 Chestnut St.
- Retail Clerks No. 88.* A. O. H. Hall, 15A Fifth St.; 1st and 3d Mon.; F. M. Winchester, S. T., 56 Library St.
- Shoe Workers No. 15 (Mixed) (U. S. W.).* 15 Meridian St., East Boston; Tues.; Joseph Belin, S. T., 120 Boylston St., Malden; William H. Watson, B. A., 14 Ridgeway St., Lynn.
- Street and Electric Railway Employees No. 240.* K. of C. Hall, Chelsea Sq.; 2d and 4th Tues.; J. J. Walsh, R. S., 50 Fernwood Av., Revere; Everett A. Burrill, Pleasant St., Revere.
- Teamsters No. 242.* 220 Broadway; 1st and 3d Sun.; John J. Diamond, S. T., 90 Webster Av.

Chester.

- Granite Cutters: Chester Branch.* Town Hall; 1st Mon.; Frank Austin, S. T.
- Paving Cutters No. 19.* At quarry; 15th of month; Aleck A. Mitchell, R. S., R. F. D., No. 1, Chester.

CHICOPEE.

- Barbers No. 199.* Red Mens Hall, Main St., Chicopee Falls; last Thurs.; Louis Daigneault, S. and B. A., 146 Broadway, Chicopee Falls.
- Bartenders No. 116.* Hibernian Hall, Exchange St.; 2d and 4th Sun.; Antoine Huoit, S., 9 Grove St.
- Carpenters No. 685.* Canadian Hall, 35½ Centre St.; Wed.; Joseph Belanger, R. S., 203 Chicopee St.

Local Trade Unions.

CHICOPEE — Con.

- Iron Molders No. 117.* K. of C. Hall, Exchange St.; 1st and 3d Fri.; M. A. Morrissey, C. R., 39 School St.
- Loomfizers No. 17.* 216 Exchange St.; alt. Fri.; Joseph Delahunt, S., 1 Coolidge Rd.
- Loomfizers No. 381.* St. Michaels Hall, 80 Market St.; last Fri.; Michael Dooley, Pres., 8 West Main St., Chicopee Falls; Thomas Perkins, B. A., 82 Ellerton St., Chicopee Falls.
- Painters, Decorators, and Paperhangers No. 899.* A. O. H. Hall, Exchange St.; 2d and 4th Wed.; Paul J. Plant, R. S., 259 Centre St.

Clinton.

- Barbers No. 652.* 168 Church St.; last Fri.; Harry O. Winn, C. and F. S., 27 Laurel St.
- Bartenders No. 272.* Greeleys Blk., 7 High St.; last Sun.; Patrick Ruane, R. S., 147 Church St.
- Bricklayers, Masons, and Plasterers No. 23.* Johnson Hall, High and Union Sts.; Mon.; John Glynn, C. S., Simon Ct.
- Carpenters No. 858.* Greeleys Blk.; Thurs.; M. J. King, R. S., 28 Fairmount St.; D. S. Curtis, B. A., 21 Madison St., Worcester.
- Loomfizers No. 81 (Cotton).* Foresters Hall, High St.; 2d and 4th Tues.; Charles F. Janda, R. S., 370 Water St.
- Painters, Decorators, and Paperhangers No. 414.* Room 8, Johnson Blk., 7 High St.; 2d and 4th Tues.; Arthur J. Daniels, R. S., 264 High St.; Thomas W. Downey, B. A., 65 Park St.
- Railroad Telegraphers No. 104 (Ayer Division).* Hotel Oxford; 3d Sun.; James P. Rutledge, S. T., Box 174.

Cohasset.

- Carpenters No. 1123.* Bates Hall; 2d and last Tues.; A. L. McGaw, R. S., Box 142; L. W. Beedle, B. A., 208 Allen St., East Braintree.

Concord.

- Carpenters No. 1893.* Urquhart Hall, Main St.; Wed.; George E. Macomber, F. S., Union St.
- Painters, Decorators, and Paperhangers No. 239.* Carpenters Hall, Main St.; 1st and 3d Mon.; James J. Mara, R. and F. S., 34 Bedford St.; J. M. Bulger, B. A., 9 Lexington St.

Danvers.

- Carpenters No. 950.* Essex Blk., 73 Elm St.; Wed.; James L. Fullerton, F. S., 32 Locust St.; Charles N. Kimball, B. A., and Michael O'Brien, B. A., 73 Washington St., Salem.
- Painters, Decorators, and Paperhangers No. 245.* Carpenters Hall, Maple St.; Mon.; George Pierce, R. S., Cor. Purchase and Lawrence Sts.

Dedham.

- Carpenters No. 892.* Danforth Blk., Room 9; Mon.; Charles J. Dwyer, R. S., Thomas St., E. Dedham.

Dedham — Con.

- Stonemasons No. 42.* Stanford Hall, Washington St.; 1st and 3d Wed.; Raymond Monahan, C. S., 490 Nahatan St., Norwood.
- Street and Electric Railway Employees No. 373.* Odd Fellows Hall, 620 High St.; 1st Wed.; Harry Conlon, R. S.; Percy A. Chamberlain, B. A., 78 Sanderson Av., E. Dedham.

Easthampton.

- Building Laborers No. 41.* German Hall, Clark St.; 2d Thurs.; Lucius Cody, Pres., 41 Clark St.
- Carpenters No. 1378.* German Hall, Clark St.; 2d and 4th Fri.; Albert J. Abraham, F. S., 20 Green St.; Raymond T. Parsons, B. A., East St.
- Elastic Goring Weavers (Easthampton Branch).* German Hall, Clark St.; 3d Mon.; Harry Moore, S., S. Park St.

East Longmeadow.

- Quarry Workers No. 30.* Town Hall; 3d Tues.; J. A. Johnson, C. S., Box 14.

Easton (North Easton).

- Boot and Shoe Workers No. 356 (Mixed) (B. & S. W.).* Kellys Hall, Centre St.; 4th Mon.; Carl Nyquist, S., 21 Reynolds St.
- Carpenters No. 784 (North Easton).* Spooners Hall, Centre St.; 2d and 4th Thurs.; P. D. Woodworth, R. S., Box 661.
- Painters, Decorators, and Paperhangers No. 722.* Spooners Hall, Centre St.; 1st Wed.; John F. Barrett, F. and R. S., N. Easton.

EVERETT.

- Carpenters No. 780.* Foresters Hall, Everett Sq.; Wed.; E. C. Jones, S., Box 61; J. A. Corkum, B. A., 87 Ferry St.
- Carpenters No. 569 (Hardwood Finishers).* (See Boston.)
- Chemical Workers Union.* Owls Hall, Everett Springs; on call, semi-monthly; Edward A. Mahoney, S. and B. A., 141 Broadway.
- Highway Department Laborers No. 14125.* K. of C. Hall, School St.; 1st and 3d Sun.; James J. Sullivan, R. S., 16 Clark St.

FALL RIVER.

- Barbers No. 331.* Bartenders Hall, Borden Blk., S. Main St.; last Mon.; Madest P. Martel, R. S., 823 S. Main St.; William Walworth, B. A., Warren and Rodman Sts.
- Bartenders No. 99.* Room 34, Borden Blk., S. Main St.; 2d and 4th Sun.; P. J. Mullins, S. T. and B. A., 96 Canonicus St.
- Bottlers and Drivers No. 159.* Hibernian Hall, Columbian Bldg., 318 S. Main St.; 1st and 3d Wed.; John Holleran, F. S., 91 Dyer St.
- Brewery Workers No. 137.* Columbian Hall, 318 S. Main St.; 2d and last Wed.; James E. Greenwood, F. S. and B. A., 1691 S. Main St.

Local Trade Unions.

FALL RIVER — Con.

Bricklayers, Masons, and Plasterers No. 11. Leary Bldg., 16 Hartwell St.; Wed.; Patrick Giblin, C. S., Box 565; James F. McMay, Pres., 23 Linden St.

Card Room Protective Association No. 38. Weavers Hall, 142 Second St.; 2d and 4th Tues.; James Tansey, S. and B. A., Box 353.

Carpenters No. 223. Talbot Bldg., 66 S. Main St.; Fri.; Joseph Perron, B. A., 16 Hartwell St.

Carpenters No. 1305 (French). 16 Hartwell St.; Wed.; Joseph Vesina, R. S., 157 Irving St.; Joseph Perron, B. A., 24 Reney St.

Cigar Makers No. 494. Weavers Hall, 142 Second St.; 4th Thurs.; George B. Pollard, F. S., 105 Locust St.

City Employees No. 34 (A. F. of L. No. 12,875). Campbell Bldg., S. Main St.; semi-monthly; Thomas P. Gorman, F. S., 298 Tecumseh St.

Cotton Mule Spinners Association No. 1. Samuel Hyde Bldg., 42 Second St.; 2d Wed.; Thomas O'Donnell, S. T., Box 203.

Electrical Workers No. 437. Citizens Savings Bank Bldg., Main and Bedford Sts., Rm. 9; 1st and 3d Wed.; Charles E. Dutton, R. S., 567 Third St.; John E. Sullivan, B. A., 1029 Plymouth Av.

Folders No. 880. Hibernian Hall, 29 Borden Bldg.; 2d and 4th Fri.; David A. Maitland, C. S. and B. A., 259 Broadway.

Garment Workers No. 109, Ladies. 448 Columbia St.; Fri.; Miss Lola O'Connell, S., 192 State Av.

Granite Cutters: Fall River Branch. Weavers Hall, 142 Second St.; Fri. on or after 15th; John Russell, C. S., 292 Seabury St.

Industrial Workers No. 804 and 369 (Public Service) (Joint Union). Sullivan Hall, 271 S. Main St.; No. 204, Wed.; No. 369, Tues.; A. J. Hoag, Org., 118 Bedford St.

Iron Molders No. 48. Citizens Savings Bank Bldg., Main and Bedford Sts.; 1st and 3d Wed.; William Acton, C. S., 173 Mott St.; E. L. Murphy, 116 Winslow Av., Norwood.

Loomfixers No. 35. Loomfixers Hall, 370 Bedford St.; 1st Wed.; Thomas Taylor, S. T., 370 Bedford St.

Musicians Protective No. 216. Rooms 9 and 10, Merchants Block, 34 N. Main St.; 1st Sun.; Frank Mellor, S. and B. A., 376 County St.

Painters, Decorators, and Paperhangers No. 75. 21 Granite St.; 1st and 3d Tues.; William Keeley, R. S., Box 272.

Painters, Decorators, and Paperhangers No. 543. Carpenters Hall, 16 Hartwell St.; 2d and 4th Thurs.; Edmond Proulx, R. S., 44 Vale St.

Pairing Cutters No. 63. Locust St.; 2d Mon.; William Ellis, S., 38 Fruit St.

Plumbers No. 135. Eagle Hall, 318 S. Main St.; Fri.; Thomas H. Friar, R. S., 1408 Globe St.

Railroad Trainmen: Mt. Hope Lodge No. 475. K. of P. Hall, 141 N. Main St.; 2d Mon. and 4th Sun.; Peter F. Hanley, S. and B. A., 1287 N. Main St.

Railway Clerks: Fall River Lodge No. 97. Columbian Hall, 318 S. Main St.; 1st and 3d Fri.; John T. Gleason, S. T., 139 Oliver St.

FALL RIVER — Con.

Retail Clerks No. 1180. G. A. R. Hall, 78 Bedford St. 3d Mon.; Oliver D. Brown, F. S. T., 590 Durfee St.

Retail Clerks No. 1189. Minots Hall, Bassett St.; 2d Wed.; Joseph LaFond, Pres. and S., 259 Harrison St.

Slasher Tenders No. 51. Weavers Hall, 142 Second St.; 2d Wed.; William Harwood, S., Box 221.

Stationary Firemen No. 891. Firemens Hall, 58 Bedford St.; 1st and 3d Mon.; Martin Tansey, R. S., Box 351; John Lowney, B. A., Box 351.

Steam Engineers No. 165. St. Marys Hall, Cor. S. Main and Bedford Sts.; 1st and 3d Fri.; Eugene E. Ray, S., 82 Taylor St.

Stereotypers No. 52. Wilbur House; 2d Tues.; William B. Irwin, S., 696 Locust St.

Street and Electric Railway Employees, Dis. 74. Weavers Progressive Association Bldg., 142 Second St.; 2d and 4th Wed.; Jeremiah Malvey, F. S., Box 425.

Theatrical Stage Employees No. 57. Painters Hall, Granite St.; 3d Mon.; William A. Dillon, S. T., 237 Third St.; Dennis Donegan, Savoy Theatre.

Typographical No. 161. Citizens Savings Bank Bldg., 4th floor; 1st Fri.; Charles E. Clarke, S. T., Box 479.

Weavers No. 1, National Federation of. Weavers Hall, 142 Second St.; last day of each quarter; James Whitehead, B. A., Box 713.

Weavers No. 24 (U. T. W.). Room 34, Hudner Bldg., 130 S. Main St.; on call; Albert Hibbert, S., Box 742.

Web Pressmen No. 32. Globe Bldg., 41 N. Main St.; 2d Wed.; John Moffitt, Pres., Box 503.

FITCHBURG.

Barbers No. 284. F. A. C. Bldg., 48 Wallace Av.; 4th Tues.; W. L. Remington, F. S. and B. A., 134 Main St.

Bartenders No. 97. F. A. C. Bldg., 48 Wallace Av.; 3d Sun.; D. C. O'Conner, S. and B. A., 126 Heywood St.

Blacksmiths No. 15, Railroad (Car Workers). Bricklayers Hall, 155 Main St.; 3d Fri.; William Barrett, R. S.; Thomas H. Condon, B. A., 15 Boardman St., Salem.

Bricklayers and Masons No. 19. 352 Main St., Rm. 10; Mon.; Charles L. Atwood, F. S., 19 Payson St.

Car Workers: Bay State Lodge No. 27. F. A. C. Bldg., 48 Wallace Av.; 2d and 4th Fri.; Wilfrid J. Landry, R. S., 37 Dover St.; William J. Beattie, B. A., 16 Clifton St.

Carpenters No. 778. C. L. U. Hall, 48 Wallace Av.; Thurs.; R. H. Cotton, R. S., 52 Prichard St.; Albert Lafreniere, 59 Tisdale St., Leominster, Mass.

Carpenters No. 1239. Guard D'Honneur Hall, 19 Clarendon St.; 2d and 4th Wed.; Henry Lafosse, R. S., 19 Chester St.; Albert Lafreniere, 59 Tisdale St., Leominster, Mass.

Cigar Makers No. 475. C. L. U. Hall, 48 Wallace Av.; 1st Fri.; John J. Sweeney, F. and R. S., 160 Water St.

Local Trade Unions.

FITCHBURG — Con.

- Granite Cutters: Fitchburg Branch.* Finnish Hall, Main St.; James R. McNeil, Dist. Officer, 20 Cherry St., Leominster.
- Industrial Workers No. 199.* Singer Hall, 148 Leighton St.; 2d and 4th Mon.; Arno Wunsch, S., 279 Bemis Rd.
- Iron Molders No. 97.* Bricklayers Hall, 155 Main St.; 1st and 3d Tues.; John C. Demers, F. S., 169 Water St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood.
- Locomotive Engineers: Wachusett Div. No. 191.* G. A. R. Hall, Main St.; 2d and 4th Sun.; H. E. Parker, S. T., 18 Harvard St.
- Locomotive Firemen: H. P. Littlejohn Lodge No. 410.* Redmen's Hall, Cushing St.; 1st and 3d Sun.; Dwight G. Simpson, S., 11 Brigham Pk.
- Machinists: Rollstone Lodge, No. 409.* C. L. U. Hall, 48 Wallace Av.; 1st and 3d Tues.; E. B. Whitney, R. S., 84 Lawrence St.
- Maintenance of Way Employees No. 400.* G. A. R. Hall, Main St.; 4th Sun.; Arthur F. Lawrence, S. T. and B. A., Box 25, S. Acton.
- Metal Polishers No. 74.* (See Ashburnham.)
- Musicians No. 173.* Freeman Hall, 42 Main St.; 1st Sun.; Martin M. Sullivan, F. S., 135 Milk St.
- Painters, Decorators, and Paperhangers No. 176.* C. L. U. Hall, 48 Wallace Av.; 2d and 4th Mon.; Richard Hunter, R. S., 17 Goddard St.; J. H. Roche, B. A., 3 Portland St.
- Paper Makers No. 18.* Unity Hall, West Fitchburg; 1st and 3d Sun.; James Ramsay, R. S., 49 Roosevelt St., West Fitchburg.
- Pattern Makers Association* (Branch of Worcester). F. A. C. Bldg., 48 Wallace Av., C. L. U. Room; 1st and 3d Fri.; Leon W. Judd, F. and R. S., 43 Brigham Pk.; J. C. Kear, B. A., N. Grafton, Mass.
- Piece Workers Association.* By appointment; Charles H. Lawrence, Pres., 63 Arlington St.; Edward Hibbard, S.
- Plumbers No. 98.* C. L. U. Hall, 48 Wallace Av.; 2d and 4th Wed.; James F. Kenney, C. S., 23 Lancaster St., Leominster.
- Railroad Trainmen: Hoosac Tunnel Lodge No. 98.* K. of H. Hall, Main and Oliver Sts.; 2d and 4th Sun.; M. W. McInerney, T. and B. A., 25 Congress St.
- Railway Clerks: Wachusett Lodge No. 106.* G. A. R. Hall, 129 Main St.; 1st Sun.; A. G. Houghton, S. T. and B. A., 15 Linden St.
- Railway Conductors No. 146.* Red Mens Hall, Cushing St.; 2d Sun.; Spencer Pearson, S., 31 Sargent Av.
- Retail Clerks No. 1302.* C. L. U. Hall, 48 Wallace Av.; last Sun.; Miss Jennie Nikula, C. S., 66 High St.
- Stationary Firemen No. 85.* F. A. C. Bldg., 48 Wallace Av.; 2d and 4th Sun.; John J. Griffin, F. S., 484 Fairmount St.
- Teamsters No. 473.* C. L. U. Hall, 48 Wallace Av.; 1st Sun. and 3d Mon.; A. W. Lens, S. T., 115 North St.
- Textile Workers No. 898.* 48 Wallace Av.; 1st and 3d Sun.; Walde Heimnen, S., 93 Marshall St.

FITCHBURG — Con.

- Theatrical Stage Employees No. 86.* F. A. C. Bldg., 48 Wallace Av.; 3d Sun.; F. J. Charlton, S., Box 158.
- Typographical No. 623.* C. L. U. Hall, 48 Wallace Av.; 1st Mon.; W. W. Farnsworth, F. S. and B. A., 31 Ash St.

Foxborough.

- Granite Cutters.* Louis W. Curry, Dist. Officer, Foxborough.
- Iron Molders No. 323* (Foxborough and Norwood). Conger Hall, 506 Washington St., Norwood; 1st Fri.; Robert B. Oldham, S., 7 Monroe St., Norwood; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Framingham (SOUTH FRAMINGHAM).

- Barbers No. 389.* Liberty Blk.; 10 Howard St.; last Tues.; William Holden, S., 14 Howard St.
- Boot and Shoe Workers No. 19* (Mixed). Nobecot Blk.; 2d and 4th Thurs.; T. E. Mulvey, S. T. and B. A., Box 75.
- Bricklayers, Masons, and Plasterers No. 51.* Waverly St.; Mon.; Thomas B. Mulqueeny, F. and C. S., 80 Summer St., Natick.
- Carpenters No. 860.* C. L. U. Hall, Howard St.; 2d and 4th Tues.; Edward L. Hand, R. S., 18 Eames St.; W. E. Cotter, B. A., 12 D St.
- Electrical Workers No. 104.* C. L. U. Hall, Howard St.; Tues.; D. W. McKinnon, S., Winthrop St.
- Machinists: Hopdale Lodge No. 48.* By appointment; W. F. Mason, S., 26 Dennison Av.
- Musicians.* (See Natick.)
- Painters, Decorators, and Paperhangers No. 563.* Liberty Hall, Howard St.; 2d and 4th Mon.; O. U. Cheney, F. S. and B. A., 10 Hollis St.
- Railroad Trainmen: Framingham Lodge No. 236.* K. of P. Hall, Smiths Blk., Irving Sq.; 1st Sat. and 3d Sun.; Fred Cahill, S. and B. A., 114½ Hollis St.
- Railway Carmen No. 403.* C. L. U. Hall, Howard St.; 2d and 4th Thurs.; F. E. Fletcher, S., 11 Main St.
- Railway Clerks No. 184.* Foresters Hall, Smiths Block; 4th Thurs.; Clifton E. Gassett, S. T., 3 Webster St.
- Street and Electric Railway Employees No. 620.* K. of C. Hall, 28 Concord St.; 2d Thurs.; Francis E. Fletcher, R. S., 13 Main St.
- Typographical No. 495.* 34 Hollis St.; 1st Tues.; Charles A. Gray, S. T., 34 Hollis St.

Franklin.

- Carpenters No. 1830.* Red Men's Hall, Main St.; 1st Mon.; L. H. Crandall, R. S., Cottage St.
- Molders No. 378.* Red Men's Hall, Main St.; 1st Tues.; Charles A. Crosby, C. R., 84 Cross St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood.

Gardner.

- Barbers No. 550.* Barber shop, Parker St.; 1st Mon.; Fred H. Oakes, S., Baldwinsville, Mass.

Local Trade Unions.

Gardner — Con.

- Bartenders No. 370.* Ryans Hall, 46 Parker St.; 2d Sun.; John W. Rafferty, S. T. and B. A., 9 Rich St.
- Bricklayers, Masons, and Plasterers No. 44.* Ryans Hall, 46 Parker St.; 2d and 4th Wed.; John A. Mulcahy, C. S., 173 Temple St.
- Carpenters No. 570.* Ryans Hall, 46 Parker St.; 1st and 3d Thurs.; Peter Vaillancourt, R. S., 1 Moran St.
- Molders No. 407.* Ryans Hall, 46 Parker St.; 2d Mon.; Everett L. Jacques, C. R. and F. S., 362 West Broadway; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Painters, Decorators, and Paperhangers No. 771.* Ryans Block, 46 Parker St.; 2d and 4th Thurs.; Charles Haymen, Pres., E. Broadway.
- Stationary Firemen No. 254* (S. Gardner). 79 Winter St.; 1st and 4th Tues.; William M. Tuttle, S., 79 Winter St.

GLOUCESTER.

- Barbers No. 375.* Yates Hall, 132 Main St.; 2d Thurs.; James A. Larose, C. and F. S., 2 Duncan St.
- Bartenders No. 151.* Eagle Hall, Main St.; 2d Sun.; Wilmot E. Dench, S. T., 20 East Main St.
- Bricklayers and Plasterers No. 81.* Andrews Hall, 73 Main St.; 1st Wed.; Joseph C. Merchant, R. S., 5 Wall St.; George T. Thornton, Gen. Agt., 517 E. Fifth St., S. Boston.
- Carpenters No. 910.* Mansfields Hall, Main St.; 2d and 4th Tues.; Guy Sweet, R. S., Bonds Hill; Charles Kimball, B. A., 71 Washington St., Salem.
- Cigar Makers No. 324.* 230 Main St.; 1st Tues.; P. J. Nally, F. S., 14 Short St.
- Electrical Workers No. 699.* Teamsters Hall, 167 Main St.; 1st and 3d Tues.; Sylvester D. Deering, R. S., 18 Washington St.
- Fish Skinners, Trimmers, Cutters, and Pressmen No. 14907.* Teamsters Hall, 167 Main St.; Fri.; Joseph G. Grace, R. S., 67 Friend St.
- Fish Splitters and Handlers No. 14870.* Mansfields Hall, 21 Main St.; Thurs.; John Sinclair, F. S. T., 415 Main St.
- Fish Workers No. 14817* (Women). Manchester Unity Hall, Main St.; Wed.; Mary P. Silva, R. S., 70 Friend St.
- Grande Cutters: Cape Ann Branch* (Gloucester and Rockport). K. of P. Hall, Washington St., Lanesville; 3d Tues.; Hart Harris, C. S., 969 Washington St.
- Musicians No. 334* (Gloucester and Manchester). William B. Colby, S., 415 Main St.
- Painters No. 176.* Painters Hall, 92 Main St.; Fri.; John E. Carrigan, S., 551 Washington St.; Louis Francis, B. A., 7 Cross St.
- Paring Cutters No. 58* (Lanesville). Langsford Hall, Lanesville; 2d Fri.; Andrew G. Cederstrom, S., 1245 Washington St.
- Plumbers and Steamfitters No. 482.* Andrews Hall, 73 Main St.; 2d and 4th Tues.; H. A. Nichols, F. S., 23 Wheeler St.

GLOUCESTER — Con.

- Quarry Workers No. 81.* Temperance Hall, 56 Langsford St.; 1st Fri.; Otto Karstunen, S., 25 Leverett St., Lanesville.
- Sail Makers No. 12751.* Yates Hall, 132 Main St.; 2d and 4th Wed.; William D. McCarthy, S. and B. A., 6 Blynman Av.
- Ship Riggers No. 14336.* Yates Hall, 132 Main St.; George Roberts, F. S. T., 18 Maplewood Av.
- Shoe Clerks No. 578.* By appointment; monthly; Lester S. Day, Pres., 45 Western Av.; Everett Norton, B. A., Main St., care of F. Reynolds.
- Street and Electric Railway Employees No. 270.* Yates Hall, 132 Main St.; 2d Tues.; W. J. Pratt, S., rear 80 Eastern Av.; J. E. Irwin, B. A., Harts Pl.
- Teamsters No. 266.* Yates Hall, 132 Main St.; 1st and 3d Sun.; Willard F. Mitchell, S. T., Box 63.

Great Barrington.

- Bartenders No. 731.* Foresters Hall, 3 Railroad St.; 2d Sun.; John J. Veeley, F. S. and B. A., Box 52.
- Bricklayers, Masons, and Plasterers No. 49.* Italians Hall, Main St.; 1st and 3d Mon.; Patrick Noonan, C. S., Housatonic, Mass.; Charles Viola, B. A., Elm Ct.
- Carpenters No. 1045.* G. A. R. Hall, Bridge St.; 1st and 3d Tues.; Charles H. Bell, F. S., 631 S. Main St.
- Painters, Decorators, and Paperhangers No. 627.* Benton Hall, Railroad St.; 1st and 3d Tues.; William McCarty, R. S., Housatonic, Mass.

Greenfield.

- Barbers No. 265.* Sauters Hall, 363 Main St.; 1st day of month; John E. Kitson, C. and F. S. and B. A., Warner House (barber shop).
- Bartenders No. 147.* Commonwealth Hall, Main St.; last Sun.; Henry L. Russell, S. T., Mansion House.
- Boiler Makers: Franklin Lodge No. 517.* Foresters Hall, Bank Row; 2d and 4th Sat.; Clyde H. Jerome, F. S., 10 Linden Av.
- Bricklayers and Plasterers No. 36.* Commonwealth Hall, Main St.; 1st and 3d Wed.; Charles S. Shaw, C. S., Box 316.
- Car Workers: Greenfield Lodge No. 109.* Foresters Hall, Bank Row; 1st and 3d Tues.; O. R. Bourn, S. T., 15½ Fort Sq.
- Carpenters No. 549.* Socialist Hall, Main St.; George H. Reed, R. S., Montague City, Mass.; David Campbell, B. A.
- Locomotive Engineers: Deerfield Valley Div. No. 112.* K. of P. Hall, Sheldon Bldg., Main St.; Edwin Warren, S. T. and B. A., 26 Riddell St.
- Locomotive Firemen No. 549.* Commonwealth Hall, Main St.; 1st and 3d Tues.; L. E. Calkins, S. T., 8 School St.
- Machinists No. 481.* Foresters Hall, Bank Row; 2d and 4th Mon.; H. E. Totman, F. S., 3 Bouker St.

Local Trade Unions.

Greenfield — Con.

- Maintenance of Way Employees No. 317* (Greenfield and Northampton). Hiborne Hall, 92 Main St., Northampton; Francis Lovenge, S., 41 Chapman St., Greenfield.
- Metal Polishers No. 63* (Silver Workers). Raymond Mellor, S., 166 Federal St.
- Painters, Decorators, and Paperhangers No. 844*. Taylor Blk., Main St.; 2d and 4th Fri.; A. J. Strachan, S., 67 Wells St.
- Railroad Trainmen No. 426*. Foresters Hall, Bank Row; 1st and 3d Sun.; S. H. Davis, Treas., 37 High St.
- Railway Clerks: Greenfield Lodge No. 33*. Taylor Blk., Main St.; 3d Thurs.; Frank Donovan, S., 38 Federal St.
- Steam Engineers No. 410*. Foresters Hall, Bank Row; 1st Sat.; Ralph I. Morrison, Pres., Montague City.
- Typographical No. 687*. 11 Miles St.; 1st Fri.; James H. Russell, S. T., 17 Oak St.

Hamilton.

- Carpenters No. 876*. Jones Block, Main St.; Wed.; Ray G. Knowlton, R. S., Box 54, Wenham; Michael O'Brien, B. A., 78 Washington St., Salem.

Hardwick.

- Paper Makers: Ware River Lodge No. 48* (Wheelwright). Social Club Hall, Hardwick Mill; 1st Sun.; W. H. Dailey, R. S., Wheelwright, Mass.

HAVERHILL.

- Barbers No. 391*. Labor Temple, 2 Gilman Pl.; 1st Thurs.; Placid E. Moran, C. and F. S. and B. A., 138 Essex St.
- Barbers Union, Independent*. 52 Washington St.; 1st Thurs.; Fred C. Gilmartin, S., 7 Pecker St.
- Bartenders No. 93*. Labor Temple, 2 Gilman Pl.; 4th Sun.; M. J. Flanagan, R. S., 28 Water St.
- Brewery Workers No. 125*. (See Lawrence.)
- Bricklayers and Masons No. 17*. 8 Bridge St.; Mon.; Michael J. Keohane, C. S., 7 Park St.
- Carpenters No. 82*. Labor Temple, 2 Gilman Pl.; Tues.; John F. McKay, R. S., 46 Central St.; David Z. Reynolds, B. A.
- Cigar Makers No. 226*. Labor Temple, 2 Gilman Pl.; 3d Thurs.; E. A. Manning, S. T. and B. A., 59 Merrimack St.
- Cutters No. 63* (U. S. W.). Owls Hall, 11 Emerson St.; Thurs.; Daniel Frawley, S. and B. A., 10 View St.
- Cutters No. 191* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Tues.; Joseph F. Gardner, B. A.
- Cutters No. 453* (See *Sole Leather Cutters and Sorters*.)
- Cutting Die and Cutter Makers No. 310*. Federation Hall, Washington Sq.; 2d Wed.; Charles A. Meyers, R. S., 6 Worthen Pl.
- Edgemakers No. 436* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Mon.; Warren F. Goldthwaite, S. and B. A.

HAVERHILL — Con.

- Electrical Workers No. 470*. Labor Temple, 2 Gilman Pl.; 2d and 4th Fri.; Charles E. Warren, R. S., 91 Emerson St.; William F. Langton, B. A., 44 Chestnut St.
- Hat Finishers Association No. 2, United States Wool*. Labor Temple, 2 Gilman Pl.; 2d Thurs.; J. P. Costello, 75 Middle St.
- Industrial Workers No. 169* (Leather Workers). 86 Merrimack St.; Tues. and Fri., alternating; Louis Arkondy, F. S. and B. A.
- Lathers No. 26* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Thurs.; Warren F. Goldthwaite, S. and B. A.
- Laundry Workers No. 144*. Gilman Blk., Washington St.; 1st Wed.; A. J. Gouette, R. S., 28 Lexington Av., Bradford.
- Machine Operators No. 1* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 1st and 3d Wed.; Warren F. Goldthwaite, S. and B. A.
- Machine Workmen No. 1* (S. W. P.). S. W. P. Hall, 163 Merrimack St.; Tues.; S. J. Pothier, S.; John F. Bowen, B. A.
- Moving Picture Machine Operators No. 256*. (See Lawrence.)
- Musicians No. 308*. Labor Temple, 2 Gilman Pl.; 1st Sun.; J. W. Adams, S., 343 Washington St.
- Packing Room Employees No. 471* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Thurs.; Warren F. Goldthwaite, S. and B. A.
- Painters No. 517*. Labor Temple, 2 Gilman Pl.; 1st and 3d Mon.; Chester Choates, S., 4 State St.; William F. Langton, B. A., 44 Chestnut St.
- Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 496*. Bannister Hall, 3 Bridge St.; Tues.; William F. Langton, S. T. and B. A., 44 Chestnut St.
- Shoe Packers No. 287*. (See Treers.)
- Sole Leather Cutters and Sorters No. 453* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 1st and 3d Tues.; Warren F. Goldthwaite, S. and B. A.
- Sole Leather Workers No. 341* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 2d and 4th Thurs.; Warren F. Goldthwaite, S. and B. A.
- Stationary Firemen No. 507*. Labor Temple, 2 Gilman Pl.; 2d Tues. and 4th Sun.; Urielle Arseneault, S., 12 Moore St.
- Steam Engineers No. 468*. Labor Temple, 2 Gilman Pl.; Thurs.; Willard A. Parker, R. S., 2 Chestnut St., Bradford; E. E. Humphrey, B. A., Box 31, Byfield, Mass.
- Stitchers No. 6* (Women) (B. & S. W.). Labor Temple, 2 Gilman Pl.; 2d and 4th Wed.; Warren F. Goldthwaite, S. and B. A.
- Street and Electric Railway Employees No. 503*. B. & S. W. Hall, 2 Gilman Pl.; last Thurs.; Charles A. Shea, Pres., 110 Washington St., So. Groveland.
- Teamsters No. 327*. Bannister Hall, 3 Bridge St.; 2d and 4th Wed.; John Macdougall, S. and B. A.
- Theatrical Stage Employees No. 111*. (See Lawrence.)
- Treers No. 287* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Mon.; Warren F. Goldthwaite, S. and B. A.

Local Trade Unions.

HAVERHILL — Con.

- Turn Workmen No. 2* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 1st and 3d Tues.; Warren F. Goldthwaite, S. and B. A.
- Turn Workmen No. 2* (S. W. P.). S. W. P. Hall, 163 Merrimack St.; Tues.; S. J. Pothier, S.; John F. Bowen, B. A.
- Wood Haul Workers No. 484* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Thurs.; Warren F. Goldthwaite, S. and B. A.

Hingham.

- Carpenters No. 484*. Carpenters Hall, Ford Bldg.; 2d and last Tues.; Howard Inman, R. S., Box 113; Leroy W. Beedle, B. A., 208 Allen St., East Braintree.
- Government Employees Branch No. 12*. A. O. H. Hall, South St.; 3d Tues.; Timothy C. Hawkes, S., 41 Beal St.
- Painters, Decorators, and Paperhangers No. 633*. Carpenters Hall, North St.; 2d Fri.; Philip C. Reilly, R. S., Box 372; Arthur D. Hersey, B. A., 33 Thaxter St.

Holbrook.

- Boot and Shoe Workers No. 78* (Mixed). Park Sq.; 1st and 3d Fri.; F. B. Diman, F. S. and T., L. B. 476.

Holliston.

- Boot and Shoe Workers No. 180* (Mixed). Forbes Bk.; 1st Tues.; Frank Cayo, S., Holliston, Mass.

HOLYOKE.

- Bakers No. 96*. Alderman's Hall, 437 High St.; 2d and 4th Sat.; John Irving, C. S., 99 Newton St.
- Barbers No. 545*. Alderman's Hall, 437 High St.; 1st and 3d Wed.; Henry J. Parent, C. and F. S., 20 Newton St.
- Bartenders No. 81*. Carpenters Hall, 437 High St.; 1st and 3d Sun.; John D. Burke, R. S., 441 Main St.
- Boot and Shoe Workers No. 278* (Shoe Repairers). Caledonian Hall, 189 High St.; 1st and 3d Tues.; James T. Cahill, S., 473 High St.
- Brewery Workmen No. 123*. Hibernian Hall, John St.; 2d and 4th Wed.; Ernest Gerhardt, S., Box 350, Williamansett.
- Bricklayers, Masons, and Plasterers No. 2*. Carpenters Hall, 437 High St.; Mon.; William Hall, R. S. and C. S., 14 St. James Av.
- Building Laborers No. 6*. Hibernian Hall, John St.; Mon.; Timothy Tierney, R. S., 98 High St.
- Carpenters No. 390* (French). Monument National Hall, 180 Appleton St.; Thurs.; Joseph Archambeault, R. S., 20 Hampshire St.
- Carpenters No. 666* (English). Carpenters Hall, 437 High St.; Tues.; George Lane, C. S. and R. S., 146 Sargeant St.; John Cronin, B. A.
- Carpenters No. 1360* (Millwrights and Shop Men). Carpenters Hall, 437 High St.; 1st and 3d Wed.; J. M. Prilay, F. S., 83 Jackson St.; John Cronin, B. A.

HOLYOKE — Con.

- Cigar Makers No. 51*. Monument National Hall, 180 Appleton St.; Sat.; William De Lude, C. S. and B. A., 268 Pine St.
- Cloth Pressmen No. 736*. Caledonian Hall, 189 High St.; 2d and 4th Tues.; Charles Barret, C. S., Northampton St.
- Coal Teamsters and Helpers No. 128*. Hibernian Hall, John St.; 1st and 3d Wed.; James Ash, 28 Lamb St., South Hadley Falls.
- Dyers No. 804* (U. T. W.). Caledonian Hall, 189 High St.; 3d Tues.; Edwin Fredericks, F. S., 27 Chestnut St.
- Electrical Workers No. 707*. Red Men's Hall, 205 High St.; 2d and 3d Tues.; Ralph E. Denver, R. S., 141 Nonotuck St.
- Granite Cutters* (Holyoke, Springfield and Vicinity). Caledonian Hall, High St., Holyoke; 3d Fri.; Alexander Macdonald, S. T. and B. A., 10 Bristol St., Holyoke.
- Industrial Workers No. 205*. 136 Maple St.; 1st and 3d Sun.; Joseph Ostrowski, F. S., 5 Chestnut St.; Frank Caluso, Literature Agent, 73 Fountain St.
- Iron Molders No. 115*. Monument National Hall, 180 Appleton St.; 2d and 4th Fri.; P. W. Canfield, C. S., 32 Sargeant St.; James A. Loveday, B. A., 103 Ann St., Hartford, Ct.
- Lathers No. 31*. Monument National Hall, 180 Appleton St.; 1st and 3d Wed.; Jules Vanderwall, F. S. and B. A., 61 Bowers St.
- Lithographers No. 21*. (See Springfield.)
- Machinists No. 410*. Carpenters Hall, 437 High St.; Wed.; J. P. Bleasius, C. S., 34 Hitchcock St.
- Meat Cutters and Butcher Workmen No. 584*. Caledonian Hall, 189 High St.; Tues.; Stephen M. Benoit, S., 123 Walnut St.
- Mule Spinners*. 189 High St.; 2d Mon.; Edward Ryan, S., Box 253.
- Musicians Protective No. 144*. City Band Hall, 344 Dwight St.; 1st Sun.; Fred F. West, R. S., 694 Dwight St.
- Painters, Decorators, and Paperhangers No. 253*. Carpenters Hall, 437 High St.; 1st and 3d Thurs.; Thomas O'Neill, R. S., 6 Magnolia Av.; A. Lamarsh, B. A., 304 High St.
- Paper Makers No. 1*. Caledonian Hall, 189 High St.; 1st and 3d Sun.; Michael Griffin, C. S., 205 High St.
- Paper Makers: Eagle Lodge No. 1, Division No. 2*. Red Men's Hall, 205 High St.; 1st and 3d Thurs.; Thomas J. Fitzpatrick, F. S., 96 Beech St.
- Paper Makers: Eagle Lodge No. 1, Division No. 3* (Finishers). Caledonian Hall, 189 High St.; William Costello, F. S., 90 N. Bridge St.
- Pattern Makers Association*. (See Springfield.)
- Plumbers and Gasfitters No. 233*. Caledonian Hall, 189 High St.; 1st and 3d Mon.; F. R. Elting, S. T., 2 River Ter.; John Cronin, B. A., 437 High St.
- Printing Pressmen and Assistants No. 45*. Telegram Bldg.; 1st Tues.; W. J. Spenlinhauer, S., 55 Sargeant St.
- Railroad Freight Handlers No. 19*. Caledonian Hall, 189 High St.; 3d Fri.; John P. O'Leary, S. T., 203 Lyman St.

Local Trade Unions.

HOLYOKE — Con.

- Railroad Trainmen No. 557.* Red Men's Hall, 205 High St.; 1st and 3d Sun.; Edgar Mew, S., 43 Newton St.
- Railway Clerks No. 128.* Caledonian Hall, 189 High St.; 3d Tues.; M. J. Sullivan, S., 66 Mosher St.
- Retail Clerks No. 586.* Caledonian Hall, 189 High St.; 1st and 3d Mon.; Charles L. Witherell, S. T., 125 Waldo St.
- Roofers No. 48, Slate and Tile* (Holyoke and Vicinity). 263 High St., Holyoke, 1st Fri.; 19 Sanford St., Springfield, 3d Fri.; George Doucette, R. S., 31 Franklin St.; John Cronin, B. A., 437 High St.
- Sheet Metal Workers No. 155.* Alderman's Hall, 437 High St.; 1st and 3d Thurs.; James J. Dowd, C. and R. S., 115 West St.
- Stationary Firemen No. 4.* A. O. H. Hall, John St.; Tues.; Charles R. Moreau, F. S., 605 Bridge St.
- Steam Engineers No. 466.* Alderman's Hall, 437 High St.; 1st and 3d. Mon.; Alcide Vian, S., 46 Center St.
- Steam Fitters and Helpers No. 622.* Caledonian Hall, 189 High St.; Tues.; John P. Greaney, S., 127 St. Jerome Av.
- Stone Cutters.* (See Springfield.)
- Street and Electric Railway Employees No. 557.* Alderman's Hall, 437 High St.; 2d and 4th Thurs.; Frederick Keller, C. S., 975 Dwight St.
- Tailors No. 245.* Red Men's Hall, 205 High St.; 1st and 3d Mon.; Joseph Milos, Pres., 123 Lyman St.
- Telephone Operators: Sub Local of Electrical Workers No. 707.* Caledonian Hall, 189 High St.; 1st and 3d Mon.; Miss Elizabeth Doyle, F. S., 20 Miller Av.
- Theatrical Stage Employees No. 89.* Red Men's Hall, 205 High St.; 1st Sun.; Michael J. Crane, R. S., 185 Lyman St.; Orlo B. Reed, B. A., 434 Appleton St.
- Typographical No. 253.* Caledonian Hall, 189 High St.; 4th Mon.; Charles T. Fahey, S. T., 31 Pearl St.
- Wire Weavers Benevolent and Protective Association: Eastern Division.* (See Springfield.)
- Wool Sorters No. 7.* Carpenters Hall, 437 High St.; John T. Freeman, R. S., 7 Hampshire St.

Hudson.

- Carpenters No. 400.* Pythian Hall, Main St.; 2d and 4th Tues.; G. G. Wetherbee, R. S., Gleasondale, Mass.
- Painters, Decorators and Paperhangers No. 967.* Holden Blk., Main St.; 2d and 4th Mon.; Percy Munsey, S., Chapin Rd.
- Shoe Workers No. 23* (U. S. W.). Bancroft Bldg., Main St., Tues.; James Nevins, S., 134 River St.
- Typographical No. 281.* (See Marlborough.)

Hull.

- Carpenters No. 1645.* Fox Hall, Waveland; 1st and 3d Wed.; W. W. Reddie, R. S., Box 118; Leroy W. Beedle, B. A., 208 Allen St., East Braintree.

Ipswich.

- Carpenters No. 1189.* A. O. U. W. Hall, S. Main St.; Fri.; Rodney C. Bamford, R. S., 47 Washington St.; Michael O'Brien, B. A., 72 Washington St., Salem.

LAWRENCE.

- Barbers No. 235.* 272 Essex St.; 4th Mon.; J. E. Bradley, C. and F. S., 677 Essex St.; David Spitsburg, B. A., 256 Park St.
- Barkeepers No. 90.* Spanish War Veterans Hall, 2 Saratoga St.; 1st and 3d Sun.; Jere P. Sullivan, R. S., 326 Chestnut St.
- Bottlers and Drivers No. 119.* Franco-American Hall, 253 Lowell St.; 1st and 3d Sun.; Edward Hayes, F. S. and B. A., 66 Bromfield St.
- Brewery Workers No. 125.* Bavarian Hall, 41 Knox St.; 4th Mon.; Fred Brauer, R. S., 13 Bourque St., S. Lawrence.
- Bricklayers and Masons No. 10.* Cor. Common and Amesbury Sts.; Wed.; Joseph Holland, F. S., 14 Margin St.
- Building Laborers No. 175.* Paul Chablis Hall, 109 Oak St.; Sun.; Calogero Fratelloni, S., 239 Elm St.; Salvatore Busca, B. A., 255 Oak St.
- Building Laborers No. 228.* Painters Hall, 184 Broadway; 1st and 3d Wed.; Bernard O'Neil, F. S., 98 Tremont St.
- Carpenters No. 111.* 253 Lowell St.; Tues.; Frank E. Cooney, R. S., 90 Kingston St.; Alexander B. Grady, B. A., 10 Butler St.
- Carpenters No. 551* (French). 253 Lowell St.; Fri.; Samuel Lemay, R. S., 363 Broadway; Alexander B. Grady, B. A., 10 Butler St.
- Carpenters No. 1098.* Mule Spinners Hall, 184 Broadway; 2d and 4th Thurs.; James R. Menzie, R. S., 440 Haverhill St.; Alexander B. Grady, B. A., 10 Butler St.
- Carpenters No. 1566* (German). 44 Park St.; 2d and 4th Wed.; Konrad Wutagall, R. S., 66 Howard St.; Alexander B. Grady, B. A., 10 Butler St.
- Carpenters No. 1896* (Box Makers). Franco-American Hall, 253 Lowell St.; 2d and 4th Tues.; George E. Pelletier, F. S., 16 Wendell St.; Alexander B. Grady, B. A., 10 Butler St.
- Coal Teamsters, Chauffeurs, and Helpers No. 646.* 313 Common St.; 1st and 3d Sun.; Peter A. Mondor, R. S., 457 Haverhill St.
- Dyers and Finishers No. 784.* Mule Spinners Hall, 184 Broadway; 1st and 3d Sun.; Herbert Stewart, F. S., 127 Arlington St.
- Engineers No. 778, Amalgamated Society of.* Essex House, Essex St.; alt. Tues.; George S. Bowyer, S., 55 Allston St.; John J. Kinlock, B. A., 47 Pleasant St.
- Granite Cutters: Lawrence Branch.* Franco-American Hall, 253 Lowell St.; 3d Tues.; Thomas McLoughlin, S. T., 64 Oakland Av., Methuen.
- Hat Finishers Association No. 4, United States Wool.* Essex House, Essex St.; monthly, the 15th; M. A. Cavanagh, S. T., 80 Greenwood St.
- Hoisting and Portable Engineers No. 225.* 238 Essex St.; Mon.; D. C. Bunker, F. S., 105 Haverhill St.

Local Trade Unions.

LAWRENCE — Con.

- Lathers No. 90.* Wood, Wire, and Metal. Saunders Hall, 246 Essex St.; 1st and 3d Mon.; Edward Nicholson, Pres., 74 Union St.
- Loomfixers No. 18.* Loomfixers Hall, 53 Margin St.; 1st and 2d Mon.; George G. Smith, F. S., 57½ Oakland St.
- Machinists: Lincoln Lodge No. 178.* Bugbee Hall, 288 Essex St.; 1st and 3d Thurs.; Albert E. Samuels, S., 165 Parker St.
- Maintenance of Way Employees No. 284.* Franco-American Hall, 253 Lowell St.; 2d Sun.; Patrick Greaney, S. T., 106 Franklin St., Haverhill; John Connolly, B. A., 15 Minot St., Reading.
- Molders No. 83.* Spanish War Veterans Hall, 2 Saratoga St.; 1st and 3d Thurs.; John Bradley, F. S., 85 Avon St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Moving Picture Machine Operators No. 256* (Lawrence, Haverhill, and Vicinity). C. L. U. Hall; 1st Tues.; Carl S. Webster, S. T., 11 Mason Av., Haverhill; William Bray, B. A., Nickel Theatre, Haverhill; Fred Sweet, B. A., Star Theatre, Lawrence.
- Mule Spinners Association No. 7.* Mule Spinners Hall, 184 Broadway; 2d and 4th Fri.; John Kershaw, R. S. and B. A., 306 Market St.
- Musicians No. 378.* Elks Hall, 234 Essex St.; 1st Sun.; Max Kreysig, R. S., 186 Bailey St.
- Painters and Decorators No. 44.* Painters Hall, 184 Broadway; Mon.; Eugene Larrivee, R. S., 36 Winter St.; Thomas B. Yates, B. A., 31 Carleton St., Methuen.
- Paper Makers No. 5.* Bugbee Hall, 288 Essex St.; John Rae, S., 12 Tremont St.
- Pattern Makers Association.* Painters Hall, 184 Broadway; 1st and 3d Thurs.; W. H. Priest, S., 73 Abbott St.; Thomas E. Burns, B. A., 190 Farnham St.
- Pavers No. 48.* Polish Hall, Oak St.; 1st and 2d Fri.; Fred Townsend, S., 10 Osgood St.
- Plasterers No. 108.* Hoisting Engineers Rooms, 288 Essex St.; 2d and 4th Tues.; W. J. Mahoney, S. T., 133 Margin St.
- Plumbers and Steamfitters No. 283.* Bugbee Hall, 288 Essex St.; 1st and 3d Fri.; Harry Halstead, S. T., 20 Bromfield St.
- Printing Pressmen No. 89.* Essex House, Essex St.; 1st Wed.; Thomas Hay, S. T., 68 Newbury St.
- Railroad Trainmen: Merrimac Valley Lodge No. 688.* Black Prince Hall; 288 Essex St.; 2d and 4th Sun.; Charles W. Morgan, S. and B. A., 152 Berkeley St.
- Railway Clerks: Lawrence Lodge No. 85.* Franco-American Hall, 253 Lowell St.; 1st Thurs.; J. L. Johnson, S. and B. A., 14 Stevens St.
- Retail Clerks No. 238.* Needham Hall, 180 Essex St.; 2d and 4th Mon.; H. B. Eastman, S., 194 Saratoga St.
- Stationary Firemen No. 18.* Mule Spinners Hall, 184 Broadway; 2d Sun. and 4th Wed.; William Dawson, S., 20 Lawrence St., Methuen.

LAWRENCE — Con.

- Steam and Operating Engineers No. 515.* 288 Essex St.; 1st Fri. and 3d Sun.; A. J. Lawton, S., Methuen Pumping Station, Methuen.
- Stereotypers No. 75.* Mule Spinners Hall, 184 Broadway; William V. Irvin, S. T., 91 Third St., Lowell.
- Street and Electric Railway Employees No. 261.* Mule Spinners Hall, 184 Broadway; 2d and 4th Thurs.; Michael F. Fitzgerald, F. S. and T., 43 River-view St., N. Andover.
- Textile Workers No. 20.* Lexington Hall, 182 Lawrence St.; 2d and 4th Wed.; Charles L. Webert, S. T.
- Theatrical Stage Employees No. 111* (Lawrence and Haverhill). K. of P. Hall, 288 Essex St.; 2d Sun.; T. J. Moriarty, C. and F. S., 33 Dunham St.; Fred Reynolds, B. A., 10 White St.
- Typographical No. 51.* Chamber of Commerce, Bay State Bldg.; 2d Sun.; Joseph A. Marquis, S., "Telegram" Office.
- Warp Preparers No. 788.* 171 Arlington St.; 1st and 3d Fri.; J. A. Marshall, S., 24 Lake St.
- Wool Sorters No. 3.* S. W. V. Hall, 2 Saratoga St.; 2d and 4th Mon.; George C. Atkinson, S., 14 Dewey St., Methuen.
- Woolen and Cotton Yarn Workers No. 785.* Mule Spinners Hall, 184 Broadway; 3d Fri.; Francis M. Berry, S., 51 French St., Methuen.

Lee.

- Carpenters No. 1487.* Casey's Hall, Main St.; 2d and 4th Wed.; M. J. Carty, F. S., Box 32, Lenoxdale.
- Painters No. 479.* Store of Harry S. Lay; 1st and 3d Tues.; Gilbert Plank, R. S., Lee, Mass.; Edward Lyman, B. A., S. Lee.
- Paper Makers: Berkshire Local No. 78.* Odd Fellows Hall, Lenoxdale; 1st Sun.; John S. Boyne, C. S. and B. A., Box 111.
- Stonecutters No. 24.* Centre Hall, Main St.; 2d Mon.; Walter Walker, R. and C. S., Housatonic St.

Lenox.

- Bricklayers, Masons, and Plasterers No. 16.* O'Briens Hall, Lenoxdale; 2d and 4th Thurs.; M. J. Tormey, C. and F. S., Box 143, Lenoxdale.
- Carpenters No. 370.* Town Hall, Walker St.; 1st and 3d Tues.; John P. Kirby, R. S., Box 143; William H. Clarke, B. A.
- Painters, Decorators, and Paperhangers No. 378.* Town Hall, Walker St.; 1st and 3d Thurs.; M. B. Leary, F. S. and B. A., Box 133.
- Plumbers and Steamfitters No. 306.* Town Hall, Walker St.; 4th Fri.; James Murtha, R. S.

Leominster.

- Barbers No. 518.* 27 Mechanic St.; 1st Thurs.; William Sambeto, S., 12 Water Sq.
- Carpenters No. 794.* Foresters Hall; 1st and 2d Tues.; James R. Lowe, F. S., 9 off Nelson St.; Albert Lafreniere, B. A., 59 Tisdale St.
- Typographical No. 683.* (See Fitchburg.)

Local Trade Unions.

Lexington.

Retail Clerks No. 1318. Grand Army Hall, Massachusetts Av.; 2d Mon.; Oscar Needham, C., F. S. and T., 151 Massachusetts Av.

LOWELL.

Barbers No. 323. Cotton Spinners Hall, 22 Middle St.; last Mon.; Martin J. Hoar, C. and F. S., 571 Gorham St.

Bartenders No. 85. Elks Hall, 149 Middle St.; 3d Sun.; John J. Quirk, S. and B. A., 118 Walker St.

Beer Drivers No. 117. 32 Middle St.; 2d Tues.; James M. McMahon, R. S., 42 Boston Rd.

Bottlers No. 190. Cotton Spinners Hall, 22 Middle St.; 2d Mon.; James J. Casey, F. S., 815 Chelmsford St.

Brewery Workmen No. 318. German Hall, 60 Plain St.; 2d Sun.; Carl Erlebach, S. and B. A., 41 Viola St.

Bricklayers No. 31. 32 Middle St.; Wed.; Alexander Ray, C. S., 58 Seventh St.

Brussels and Wilton Carpet Weavers. O. U. A. M. Hall, Middle St.; last Fri.; Edward F. Bradley, S., 4 Olive St.

Building Laborers No. 1. Weavers Hall, 22 Middle St.; Tues.; Patrick Coughlin, R. S.

Carpenters No. 49. Carpenters Hall, Runels Bldg.; Tues.; B. B. Golden, R. S., 29 Fulton St.; Michael A. Lee, B. A., 73 Fourth St.

Carpenters No. 1488 (Millmen). Carpenters Hall, Runels Bldg.; 2d and 4th Fri.; John Shaw, S., 35 Smith St.; Michael A. Lee, B. A., 73 Fourth St.

Carpenters No. 1610 (French). Carpenters Hall, Runels Bldg.; Wed.; Alfred Beauchene, R. S., 132 Gershom Av.; Michael A. Lee, B. A., 73 Fourth St.

Cement Workers No. 216. Celtic Hall, 32 Middle St.; Mon.; Michael Dunleavy, F. S., 50 Whipple St.; John Downey, B. A., 8 Cherry St.

Cigar Makers No. 258. C. L. U. Hall, 32 Middle St.; 1st Wed.; Thomas F. Garvey, F. S., 72 Lilley Av.

City Teamsters No. 87. Odd Fellows Hall, 82 Middlesex St.; 1st Mon.; Francis J. Kierce, S. T., 34 Lyon St.

Cotton Weavers Protective Association No. 26. 32 Middle St.; 1st and 3d Mon.; Mrs. Annie Reagan, S., 26 Lawrence St.

Electrical Workers No. 588. 219 Central St., Room 6; 1st and 3d Fri.; J. F. Hurley, F. S., 32 Second St.

Granite Cutters: Lowell Branch. Good Templars Hall, 701 Gorham St.; last Fri.; George W. Merrill, S. T., 96 Dingwell St.

Lathers No. 246. Building Laborers Hall, 32 Middle St.; 1st and 3d Mon.; J. W. Howard, Pres. and B. A., 38 Nottingham St.

Leather Workers No. 14809, Amalgamated. Leather Workers Hall, 243 Central St.; 1st and 3d Tues.; William F. Liston, S. and B. A., 368 Concord St.

Loomfixers No. 734 (Cotton). Carpenters Hall, Runels Bldg.; Mon.; Moses L. Daigle, S. T. and B. A., R. F. D. No. 2.

Machinists No. 138. Cotton Spinners Hall, 22 Middle St.; 2d and 4th Fri.; Charles H. Peard, S., 6 West Ninth St.

LOWELL — Con.

Machinists No. 829. Cotton Spinners Hall, 22 Middle St.; Thurs.; Joseph D. Quinn, S. and B. A.

Maintenance of Way Employees: Lowell Lodge No. 85. Grafton Hall, 212 Merrimack St.; 2d Sat.; Albert E. Richardson, S. T. and B. A., 78 Chelmsford St.

Maintenance of Way Employees: Merrimack Valley Lodge No. 100. Pilgrim Hall, Main St.; 1st Sun.; Fred Keith, R. S., 10 Charles St., Stoneham.

Metal Polishers and Buffers No. 103. Weavers Hall, 32 Middle St.; 2d Tues.; Joseph Carter, F. S., 130 Hale St.

Molders No. 85. Cotton Spinners Hall, 22 Middle St.; 1st and 3d Mon.; Charles E. Anderson, C. R., 28 Bowden St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Moving Picture and Projecting Machine Operators Auxiliary No. 12. 22 Middle St.; last Fri.; R. C. Gray, Pres., 295 School St., or Box 854.

Mule Spinners. Cotton Spinners Hall, 22 Middle St.; 3d Fri.; Joseph F. Ashton, S., 22 Middle St.

Municipal Employees No. 14865. 32 Middle St.; 2d and 4th Mon.; John T. Whitehead, R. S., 130 Ennell St.

Musicians No. 83. 219 Central St.; 2d Sun.; Charles A. Delaronde, S. T., 128 Lilley Av.

Painters, Decorators and Paperhangers No. 39. Carpenters Hall, Runels Bldg.; Thurs.; A. C. Barker, S., 176 Crosby St.

Pattern Makers Association. (Branch of Boston Association — See BOSTON.)

Plasterers No. 45. Painters Hall, 32 Middle St.; 1st and 3d Fri.; Frank Warnock, S. T., 11 Wamesit St.

Plumbers No. 400. Union National Bank Bldg., 61 Merrimack St.; 1st and 3d Fri.; Denis J. Pendergast, F. S., 34 Phillips St.

Printing Pressmen No. 109. Cotton Spinners Hall, 22 Middle St.; last Tues.; James A. Flynn, S. T. and B. A., 12 Cedar St.

Railroad Freight Handlers No. 189. Trades and Labor Council Hall, 32 Middle St.; last Sun.; Denis Regan, Pres., 49 Franklin St.; Patrick Calnan, B. A., 41 Rock St.

Railroad Station Employees No. 8. Odd Fellows Hall, 82 Middlesex St.; last Fri.; William J. Flanagan, S. T., 16 Fernald St.

Railroad Trainmen: Spindle City Lodge No. 233. I. O. F. Hall, 82 Middlesex St.; 2d Sun. and last Fri.; J. M. Ward, S. and B. A., 165 Walker St.

Railway Clerks: Lowell Lodge No. 94. N. Y., N. H. and H. R. R. office, Maple St.; 1st Sun.; Joseph L. Cunningham, S. T., 109 Mammoth Rd.

Railway Clerks: Spindle City Lodge No. 108. I. O. F. Hall, 82 Middlesex St.; 1st Mon.; William F. Sheehan, S. T., 6 Varnum Av.

Retail Clerks No. 1387. 32 Middle St.; 2d and 4th Thurs.; James A. Fagan, S., 26 Greenwood St.

Ring Spinners Fixers Association No. 875. 32 Middle St.; Wed.; James Bowen, S., 2 Mt. Pleasant St.

Local Trade Unions.

LOWELL — Con.

- Sheet Metal Workers No. 248.* I. O. O. F. Hall, 82 Middlesex St.; 2d and 4th Tues.; Patrick Carroll, S., 71 Clare St.
- Stationary Firemen No. 14.* Cotton Spinners Hall, 22 Middle St.; 2d Thurs. and 4th Sun.; John W. Downing, C. and R. S. and T., 4 W. Eleventh St.
- Steam Engineers No. 352.* Republican Headquarters Hall, 36 Central St.; Wed.; Albra W. Hersome, C. S., Box 13, Wamesit.
- Steam, Hot Water, and Power Pipe Fitters No. 97.* 22 Middle St.; 2d and 4th Thurs.; B. J. Vining, Pres., 36 Fourth Av.
- Steamfitters, Sprinkler Fitters, and Gasfitters No. 499.* Plumbers Hall, Bowliway Bldg.; 1st and 3d Wed.; A. L. Gustafson, R. S. and B. A., 236 School St.
- Stereotypers No. 75.* (See LOWELL.)
- Street and Electric Railway Employees No. 280.* Runnels Hall, Merrimack Sq.; 1st and 4th Tues.; Fred Crowley, Pres., 1097 Lakeview Av.
- Street and Electric Railway Employees No. 551.* Runnels Bldg., cor. Bridge and Merrimack Sts.; 1st and 3d Fri.; Edward D. Tuoke, Jr., R. S., N. Chelmsford; Joseph Foley, B. A., 197 Moore St.
- Tailors No. 105.* Weavers Hall, 32 Middle St.; 1st Tues.; Charles A. Keefe, R. S., 3 Pleasant St.
- Teamsters No. 72, Coal.* Leather Workers Hall, 243 Central St.; 1st Mon.; Patrick Hunt, R. S., 425 Broadway.
- Teamsters No. 88* (Board of Health). I. O. O. F. Hall, 82 Middlesex St.; 4th Sun.; John J. Wallace, R. S., 53 Walker St.
- Theatrical Stage Employees No. 36.* 22 Middle St.; 2d Fri.; John W. Buey, S., 14 Dodge St.
- Typographical Union No. 510.* Carpenters Hall, 32 Middle St.; 2d Sun.; Fred A. Spead, S. T., 125 Pleasant St., Dracut.
- Weavers No. 815* (Polish) (U. T. W.). 32 Middle St.; 3d Sun.; Baltony Witkos, S., 1 Guthrie Ct.
- Weavers No. 855* (Woolen). I. O. O. F. Hall, 82 Middlesex St.; James Patrick, S., 26 Greenwood St.
- Wool Sorters No. 5.* I. O. O. F. Bldg., 82 Middlesex St.; 1st and 3d Tues.; Joseph Terry, R. S. and B. A., 223 Hildreth St.

Ludlow.

- Textile Workers No. 720* (U. T. W.). Foresters Hall, Johnson St., Indian Orchard; 1st Mon.; Jan Fierlit, F. S. and B. A., Box 472.
- Spinners No. 977.* Masonic Hall, 28 Winsor St.; 3d Thurs.; Miss Margaret Cleary, C. and R. S., Elm St.
- Weavers No. 763* (U. T. W.). Bay and Main Sts.; 1st and 3d Fri.; George Plummer, Ludlow, Mass.; I. LaValley, Pres. and B. A., 13 Cedar St., Indian Orchard.

LYNN.

- Bakers No. 188.* Carpenters Hall, 62 Munroe St.; 2d and 4th Sat.; Christopher Kenneally, F. S., 58 Chatham St., E. Lynn; Cecil Peterson, B. A.

LYNN — Con.

- Bakers No. 183* (Hebrew). 120 Market St.; 2d and 4th Fri.; J. Latterman, S., 103 Flint St.
- Barbers No. 347.* 120 Market St.; 2d Wed.; Frank Rogers, C. and F. S. and B. A., 50a Rockaway St.
- Bartenders No. 88.* 10 Central Av.; 2d Sun.; John J. Griffin, S. T., 70 Adams St.
- Boot and Shoe Workers No. 206* (Mixed) (B. & S. W.). Sharon Hall, 61 Exchange St.; 1st Thurs.; John D. Dullea, B. A., Box 532.
- Bottom Finishers and Buffers No. 21* (U. S. W.). Lasters Hall, 34 Andrew St.; Charles O. Whidden, F. S., 10 Central Sq.; John F. Madden, B. A.
- Boxmakers No. 1199.* (See Carpenters No. 1199).
- Bricklayers and Plasterers No. 18.* 26 Munroe St.; Thurs.; Thomas Gavin, C. S., 301 Washington St.; Fred Kealey, B. A., 62 Munroe St.
- Building Laborers No. 290.* Bricklayers and Plasterers Hall, 26 Munroe St.; Mon.; John Carney, S.; Fred Kealey, B. A., 62 Munroe St.
- Button Hole Operators No. 38* (U. S. W.). Fuller Blk., 10 Central Sq.; 2d and 4th Tues.; Charles O. Whidden, F. S.; Miss Julia A. Lyons, B. A.
- Carpenters No. 595.* 62 Munroe St.; Thurs.; Leonard G. Newman, S., 55 Prospect St.; A. W. Clark, B. A.
- Carpenters No. 1199* (Boxmakers). A. LeClare, R. S., 2 Elmore St.; A. W. Clark, B. A., 62 Munroe St.
- Carpenters No. 1767* (Millmen). 62 Munroe St.; 2d and 4th Tues.; Frank Ham, S., 9 Stevens Ct.; A. W. Clark, B. A.
- Cement Workers No. 166.* 128 Market St.; 1st and 3d Fri.; Charles E. Jefferson, S. T. and B. A., 63 Vermont Av., E. Lynn.
- Cigar Makers No. 65.* Lasters Hall, 34 Andrew St.; 1st Wed.; William P. Sterner, S., 91 Willow St.
- City Employees No. 600.* Emmet Hall, 120 Market St.; 2d and 4th Mon.; Michael J. McGuire, F. S., 34 Bulfinch St.
- Cutters No. 68* (U. S. W.). Fuller Blk., 10 Central Sq.; Thurs.; Charles O. Whidden, F. S.; William McDonald, B. A.
- Cutters No. 99* (B. & S. W.). 61 Exchange St.; 4th Thurs.; John D. Dullea, B. A., Box 532.
- Die Cutters No. 304.* Lasters Hall, 34 Andrew St.; 1st Thurs.; F. D. Moody, S., 75 Elm St., Stoneham.
- Edgemakers Independent No. 1.* 93 Munroe St.; Tues.; Patrick Reardon, R. S., 5 Ellis St.; John Gilbo, B. A., 93 Munroe St.
- Electrical Workers No. 377.* Carpenters Hall, 62 Munroe St.; 2d and 4th Mon.; R. E. Roberts, S., 15 Aborn St.; Fred Kealey, B. A.
- Engineers, Amalgamated Society of: Lynn Branch No. 780.* Columbia Hall, Federal Sq.; alt. Tues.; Frederick Moseley, S., 14 Tidd St., Swampscott.
- Goodyear Operators Independent No. 1.* 290 Union St.; Tues.; John D. Reardon, S. and B. A.
- Goodyear Operators No. 889* (B. & S. W.). Sharon Hall, 61 Exchange St.; 4th Tues.; John Dullea, B. A., Box 532.
- Granite Cutters.* St. Jean Baptiste Hall, 62 Munroe St.; 3d Mon.; Timothy Keane, S. T., 161 Tracy Av.

Local Trade Unions.

LYNN — Con.

Grocery and Provision Clerks, Independent. Sharon Hall, 61 Exchange St.; 1st and 3d Tues.; Laurence E. Killian, S., 39 Whiting St.; F. A. Sutton, B. A., 28 Ireson St.

Heel Workers Independent No. 1. Wolcott Hall, 158 Market St.; 1st and 3d Mon.; Joseph A. Cordeau, B. A.

Hotel and Restaurant Employees No. 329. Sharon Hall, 61 Exchange St.; 3d Mon.; Timothy H. Hanley, F. S. and B. A., 4 Ellis St.

Industrial Workers No. 209 (Metals and Machinery). Edgemakers Hall, 93 Munroe St.; last Wed.; O. Kinsales, R. S., 88 S. Common St.

Lancers No. 1 (U. S. W.). Lasters Hall, 34 Andrew St.; Wed.; Charles O. Whidden, F. S., 10 Central Sq.; R. M. Osborn, B. A.

Lasters No. 38 (B. & S. W.). Sharon Hall, 61 Exchange St.; 3d Thurs.; John D. Dulles, B. A., Box 532.

Lasting Machine Operators No. 5 (U. S. W.). Exchange Hall, 14 Market St.; Tues.; Charles O. Whidden, F. S., 10 Central Sq.; Thomas H. McAuliffe, B. A., 34 Andrew St.

Lastmakers No. 14375. Sharon Hall, 61 Exchange St.; Fri.; R. A. McGougan, R. S., 62 Columbia St., Swampscott.

Lathers No. 99. 62 Munroe St.; Wed.; Thomas Nugent, F. S., 6 High St.; Fred Kealey, B. A.

Levellers No. 13 (U. S. W.). Lasters Hall, 34 Andrew St.; Mon.; Charles O. Whidden, F. S., 10 Central Sq.; Thomas H. McAuliffe, B. A.

Machinists No. 471. Teamsters Hall, 35 Munroe St.; Tues.; Walter Ralph, R. S.; Roscoe L. Hall, B. A.

Moving Picture Operators No. 245. Lasters Hall, 34 Andrew St.; 1st Sun.; Harlan A. Cole, C. S., Box 87, Salem; Charles I. Sowdon, B. A., 41 Harwood St.

Musicians No. 126. St. Jean Hall, 46 Central Sq.; 2d and 4th Sun.; W. H. Ricker, R. S., 130 Market St.

Packing Room Workers No. 8 (U. S. W.). Exchange Hall, 14 Market St.; Wed.; Charles O. Whidden, F. S., 10 Central Sq.; William J. Collins, B. A.

Painters No. 111. 127 Oxford St.; Wed.; C. Edward January, S., 25 Aster St.; Fred Kealey, B. A., 62 Munroe St.

Pattern Makers: Lynn Branch of Boston Association. (See BOSTON.)

Photo Engravers No. 55. Members' homes; 1st Mon.; Howard A. Hastings, S. T., 120 Beacon Hill Av.

Plumbers No. 77. 62 Munroe St.; Fri.; Joseph P. Curry, R. S., 447 Summer St., W. Lynn.

Railway Clerks: Shoes City Lodge No. 95. B. & M. Freight Office, Bennett St.; 2d Tues.; John H. Linehan, S. T., 15 Salem St.

Roofers Nos. 19 and 36 (Joint Union). 127 Oxford St.; 2d and 4th Thurs.; Fred B. Perry, S., 154 Rockaway Pl.; Neil MacDonald, B. A., 62 Munroe St.

Sheet Metal Workers No. 217. 46 Central Sq.; 1st, 3d, and 5th Thurs.; L. W. Chase, R. S., 62 Crescent St., Swampscott.

LYNN — Con.

Shoe Stitches No. 57 (Ladies) (U. S. W.). Fuller Blk., 10 Central Sq.; Wed.; Charles O. Whidden, F. S.; Walter J. Barber, B. A.

Shoe Workers No. 54 (U. S. W.). Exchange Hall, 14 Market St.; Thurs.; Charles O. Whidden, F. S., 10 Central Sq.; William J. Collins, B. A.

Sole Leather Workers No. 58 (U. S. W.). Lasters Hall, 34 Andrew St.; Thurs.; Charles O. Whidden, F. S.; Roy Young, B. A.

Stationary Firemen No. 299. Carpenters Hall, 62 Munroe St.; 2d and 4th Fri.; Charles A. Babcock, F. S. and B. A., 38 Essex Ct.

Steam Engineers No. 58. 62 Munroe St.; 1st and 3d Thurs.; H. B. Brown, S., 333 Union St.

Steamfitters and Gasfitters No. 277. 46 Central Sq.; 1st Mon.; George H. Stone, R. S., 176 Burrill St., Swampscott.

Stitchers No. 17, McKay (U. S. W.). Lasters Hall, 34 Andrew St.; Fri.; Charles O. Whidden, F. S., 10 Central Sq.

Stitchers No. 108 (B. & S. W.). Sharon Hall, 61 Exchange St.; 2d Thurs.; John D. Dulles, B. A., Box 532.

Stockfitters No. 68 (U. S. W.). Lasters Hall, 34 Andrew St.; Thurs.; Charles O. Whidden, F. S., 10 Central Sq.; Joseph Parks, B. A., 10 Central Sq.

Stone Masons No. 35. 127 Oxford St.; Tues.; John J. Mara, C. S., 68 Collins St.

Street and Electric Railway Employees No. 238. Carpenters Hall, 62 Munroe St.; 1st and 3d Tues.; Edward B. Brennan, F. S., 354 Broadway.

Teamsters Protective No. 49. Teamsters Hall, 35 Munroe St.; Mon.; William A. Nealey, S. T. and B. A.

Telephone Operators: Sub Local No. 1 of Electrical Workers No. 377. Sharon Hall, 61 Exchange St.; 2d and 4th Mon.; Miss Mary Creamer, R. S., 79 Ridgeway St.

Theatrical Stage Employees No. 73. 35 Munroe St.; 3d Sun.; M. W. Donohue, S., 106 Chatham St.

Turn Workmen No. 3 (S. W. P.). Jefferson Club Hall, 85 Munroe St.; Mon.; S. J. Pothier, S., 163 Merrimack St., Haverhill; John F. Bowen, B. A., 163 Merrimack St., Haverhill.

Typographical No. 120. Sharon Hall, 61 Exchange St.; 1st Sun.; Thomas J. Minton, S., 34 Herbert St.

MALDEN.

Carpenters No. 625. Baileys Hall, 56 Pleasant St.; Tues.; Charles Shanley, R. S., 64 Pearl St.

Cigar Makers No. 97. (See BOSTON.)

City Employees No. 100. (See STONEHAM.)

City Employees No. 156 (Health Department). Hibernian Hall, Charles St.; 4th Sun.; John Crozin, R. S., 233 Emerald St.

Coal Teamsters and Helpers No. 314. 263 Charles St.; 2d Fri.; John J. Lucey, R. S., 238 Charles St.

Painters, Decorators, and Paperhangers No. 346. Bailey Bldg., 56 Pleasant St.; 2d and 4th Wed.; Daniel O'Leary, R. S., 52 Maple St., Melrose.

Local Trade Unions.

MALDEN — Con.

- Plumbers No. 145.* C. L. U. Hall, Baileys Bldg., 56 Pleasant St.; 2d and 4th Fri.; Edward Devine, R. S., 361 Main St.
- Sheet Metal Workers No. 415.* Baileys Hall, 56 Pleasant St.; 1st Fri.; J. W. Patterson, F. S., 128 Main St., Stoneham.
- Stone Masons No. 37.* Baileys Hall, 56 Pleasant St.; 1st and 3d Mon.; Thomas Driscoll, R. S., 43 Dakota St., Dorchester.
- Teamsters No. 319, City.* C. L. U. Hall, 56 Pleasant St.; 2d Mon.; John J. Cahill, S. T., 156 Pleasant St.

Manchester.

- Carpenters No. 984.* Carpenters Hall, Central St.; Fri.; W. H. McEachern, S., 112 Pine St.
- Musicians No. 384.* (See GLOUCESTER.)
- Painters, Decorators and Paperhangers No. 797.* Carpenters Hall, Central Sq.; Mon.; Charles W. Sawyer, R. S., 7 Vine St.

Mansfield.

- Carpenters No. 1654.* Wilson Hall, N. Main St.; 2d and 4th Thurs.; R. H. Burrows, R. S., Hope St.

Marblehead.

- Carpenters No. 993.* Advent Hall, Washington St.; Mon.; Ernest F. Nichols, R. S., 15 High St.; Michael O'Brien, B. A., 71 Washington St., Salem.
- Leathers No. 35 (U. S. W.).* Gregory Hall, 1 School St.; Thurs.; John Coogan, F. S., 29 Barnard St.; Patrick J. Buckley, B. A., 51 Broad St., Salem.
- Painters No. 789.* Gregory Hall, 1 School St.; Mon.; L. A. O'Hem, R. S., 30 Russell St.
- Teamsters Protective No. 455.* Teamsters Hall, Atlantic Av.; 2d and 4th Wed.; Thomas H. Rhodes, S. T., 9 Glover St.; William A. Nealey, B. A., 18 School St., Lynn.
- Town Workmen No. 4 (S. W. P.).* 100 Pleasant St.; Wed.; S. J. Pothier, S., 163 Merrimack St., Haverhill; John F. Bowen, B. A., 163 Merrimack St., Haverhill.

Marion.

- Carpenters No. 1601.* Town Hall, Water St.; Fri.; Jonathan W. Hudson, R. S., Main St.

MARLBOROUGH.

- Bartenders No. 98.* Painters Hall, 118 Main St.; 1st Sun.; David J. Forrest, S. T., 26 Hill St.
- Boot and Shoe Workers No. 59 (Mixed).* Room 18 Burke Bldg.; Fri.; William H. Kelleher, S.; George McManamy, B. A.
- Bricklayers, Masons, and Plasterers No. 43.* Painters Hall, 118 Main St.; 2d and 4th Thurs.; W. M. Leonard, S., 32 Central St.
- Carpenters No. 988.* 1st National Bank Hall, 200 Main St.; 2d and 4th Tues.; Albert C. Perry, R. S., 93 Prospect St.

MARLBOROUGH — Con.

- Cigar Makers No. 31.* Room 5 Burke Bldg., Main St.; 1st Mon.; Edgar Crannell, S. T. and B. A., 165 E. Main St.
- Cutting Die and Cutter Makers No. 302.* Burke Bldg., Main St.; 1st Wed.; Luke Collins, R. S., 66 Devens St.
- Granite Cutters.* M. W. Mitchell, Dist. Officer, 70 E. Main St.
- Musicians Protective No. 248.* Burke Bldg., Main St.; 2d Sun.; Frank B. Proctor, R. S., 441 Lakeside Av.
- Painters, Decorators, and Paperhangers No. 581.* Painters Hall, 118 Main St.; Fri.; H. B. Sherman, R. S., 34 Coting Av.
- Plumbers and Steamfitters No. 131.* Burke Bldg., Main St.; 2d and 4th Tues.; H. M. Byrne, F. S., 58 Water St.
- Sheet Metal Workers No. 129.* Burke Bldg., Main St.; 1st and 3d Thurs.; Louis E. Burness, R. S., 277 Mechanic St.
- Street and Electric Railway Employees No. 620.* K. of C. Hall, Concord St.; 2d and 4th Thurs.; William Johnson, S., Framingham Centre.
- Typographical No. 281 (Marlborough and Hudson).* Various shops; monthly; J. Vincent Lyons, S. T. and B. A., 87 Essex St.

Maynard.

- Carpenters No. 1413.* Masonic Hall, P. O. Bldg.; 1st and 3d Fri.; Daniel J. Dwyer, F. S., Box 456.
- Loomfixers No. 401.* I. O. O. F. Hall, Mason St.; 2d Thurs.; George H. Waterhouse, F. S., 24 Brook St.
- Mule Spinners No. 787.* I. O. O. F. Hall, Mason St.; 3d Tues.; Charles J. Spencer, S., Box 528.
- Textile Workers No. 771.* Parker St. Hall; 1st Thurs.; A. J. Lindfors, C. S., Box 1158.

MEDFORD.

- Carpenters No. 777.* Red Mens Hall; Tues.; George E. Sellers, R. S., 650 Columbia Rd., Dor.; J. A. Corkum, B. A., 78 Ferry St., Everett.
- Painters, Decorators, and Paperhangers No. 606.* Painters Hall, Riverside Bldg., Main St.; 1st and 3d Fri.; Samuel Bunney, F. S., 43 Washington St.

MELROSE.

- Carpenters No. 760.* 2d and 4th Mon.; H. H. Gove, F. S., 87 Summer St., Stoneham; John G. Cogill, B. A., 27 Glen Ct., Malden.

Methuen.

- Carpenters No. 1815.* I. O. O. F. Hall; 1st Fri.; Benjamin G. McCoy, R. S., 20 Barker St.; Alexander B. Grady, B. A., 253 Lowell St., Lawrence.

Middleborough.

- Boot and Shoe Workers No. 20 (Mixed).* Red Mens Hall, S. Main St.; 2d and 4th Tues.; Elmer E. Phinney, F. S., Box 71; S. L. Brett, B. A., 11 Rock St.

Local Trade Unions.

Middleborough — Con.

- Carpenters No. 1271.* Robinsons Hall, N. Main St.; 1st and 3d Tues.; Louis D. Churbuck, R. S., 2 High St.; George H. Thompson, B. A., 15 E. Main St.
- Musicians No. 491.* Red Mens Hall, S. Main St.; 1st Mon.; G. Walter Erickson, R. S. and B. A., 61 Wood St.
- Painters No. 607.* Carpenters Hall, N. Main St.; 1st Wed.; Charles C. Smith, F. S., 11 Barrows St.; Frank Monahan, B. A., Everett Sq.

Milford.

- Barbers No. 144.* Carpenters Hall, Main St.; last Tues.; William Larson, S. T., 218 Main St.
- Bartenders No. 96.* A. O. H. Hall, Main St.; 1st Sat.; Patrick Murphy, S., Hotel Rockingham.
- Boot and Shoe Workers No. 40* (Mixed). Elks Hall, 189 Main St.; 4th Mon.; John F. Reardon, C. S. and B. A., Room 5, Gillon Blk.
- Carpenters No. 867.* Scotts Blk., Main St.; 2d and 4th Tues.; James W. Smith, S., 39 Prospect St.
- Cigar Makers No. 160.* Scotts Blk., Main St.; 1st Mon.; Joseph Jiskra, F. S., Box 162.
- Granite Cutters: Milford Branch.* Eagle Hall, Main St.; 1st Fri. after 15th; Peter P. Casey, C. S., 8 Spring St.
- Machinists: Hopedale Lodge No. 48.* (See FRAMINGHAM.)
- Painters and Paperhangers No. 216.* Carpenters Hall, Scotts Blk., Main St.; 2d and 4th Mon.; E. I. Scott, F. S., 296 Main St.
- Plumbers No. 546.* A. O. H. Hall, Main St.; 2d and 4th Tues.; Arthur J. Laviolette, S., 4 Burns Ct.
- Quarry Workers No. 71.* A. O. H. Hall, Main St.; 3d Fri.; John McRae, C. S. and R. S., 22 Pleasant St.
- Steam Engineers No. 73.* Eagle Hall, Main St.; 2d and 4th Fri.; William H. Forbes, C. S., S. Main St.; Daniel E. Corbin, B. A., S. Milford.

Millers Falls. (See MONTAGUE.)

Milton.

- Carpenters No. 1738.* Johnstons Blk., Adams St.; Mon.; W. E. Webb, S., 93 Parkway, Mattapan.

Monson.

- Granite Cutters: Monson Branch.* A. O. U. W. Hall; 3d Fri.; M. F. Dalton, Dist. Officer, Monson, Mass.

Montague.

(MILLERS FALLS and TURNERS FALLS.)

- Iron Molders No. 347.* St. Jeans Hall, Avenue A, Turners Falls; 3d Mon.; C. E. Shea, C. S., Box 133, Millers Falls; James Loveday, B. A., 103 Ann St., Hartford, Ct.
- Machinists: Mt. Mineral Lodge No. 138* (Millers Falls). Curtis Hall, Millers Falls; 2d and 4th Tues.; Ernest Parsons, S., Box 32, Millers Falls.

Montague — Con.

- Metal Polishers, Buffers, Platers, etc., No. 174* (Millers Falls). Wheeler House, Main St.; 2d Fri.; Daniel C. Donohue, F. S., 30 Franklin St.
- Paper Makers No. 10* (Turners Falls). St. Jean Hall, Avenue A.; 3d Sun.; Charles Hillman, F. S., 14 N St., Turners Falls.
- Stationary Firemen No. 83* (Turners Falls). Ham-lins Hall, Third St.; 2d and 4th Sun.; Jeremiah J. Sullivan, S., Turners Falls.

Nahant.

- Carpenters No. 1384.* Town Hall, Nahant Rd.; 2d and last Wed.; Thomas F. Coakley, R. S., 10 Emerald St.
- Town Employees No. 655.* Town Hall, Nahant Rd.; 3d Tues.; Edward J. Hyde, S., Nahant Rd.

Natick.

- Boot and Shoe Workers No. 244* (Mixed). Royal Arcanum Hall, North Av.; Bartholomey J. Healy, F. S., 14 Morse St.
- Carpenters No. 847.* G. A. R. Hall, 4 Main St.; Mon.; Charles Senter, R. S., 107 Pond St.
- Lasters No. 60* (U. S. W.). Eagle Hall, Main St.; Fri.; Fred Haycock, B. A., 39 South Av.
- Musicians No. 393.* Winch Bldg., Main St.; 2d Sun.; D. C. Ryan, S. T., 11 Tibbetts St.
- Painters, Decorators, and Paperhangers No. 916.* Rices Blk.; 1st and 3d Wed.; Charles R. Edes, R. S., 67 Summer St.
- Plumbers and Steamfitters No. 448.* Downs Hall; 1st and 3d Thurs.; S. Edgar Knowlton, R. S., Roxbury Av.
- Sheet Metal Workers No. 300.* Tontian Hall, Main St.; 2d Mon.; William Bean, S., Ashland, Mass.
- Teamsters Protective No. 386.* Winch Blk., 1st and 3d Mon.; C. E. Graham, S., 14 Walnut St.

Needham.

- Carpenters No. 693.* Carpenters Hall; Tues.; Frank E. Jones, F. S., 52 Hillside Av., Needham Heights.

NEW BEDFORD.

- Bakers No. 95.* German Hall, Adams St.; 2d and last Sat.; Joseph B. Holmes, B. A., 661 County St.
- Barbers No. 447.* Weavers Hall, 138 Pleasant St.; 3d Mon.; Philip Monty, Jr., C. F. S. and B. A., 1815 Purchase St.
- Bartenders No. 100.* Dawson Hall, 851 Purchase St.; 1st and 3d Sun.; Michael H. Sullivan, S. and B. A., 47 Trinity St.
- Boot and Shoe Workers No. 232.* Labor Temple, Pleasant St.; 2d Wed.; Peter F. Mulken, F. S. and C. S., 47 Thompson St.
- Bottlers No. 224.* Arbeiter Lieder Tafel Hall, 14 Adams St.; 1st and 3d Wed.; Charles B. Hunter, S., 93 Belleville Rd.
- Brewery Workmen No. 197.* Arbeiter Lieder Tafel Hall, 14 Adams St.; 2d Tues. and last Mon.; Albert H. Krapf, R. and C. S., 1101 County St.

Local Trade Unions.

NEW BEDFORD — Con.

Bricklayers and Plasterers No. 39. Masonic Bldg.; Wed.; Jesse T. Metcalf, S., 239 Tarklin Hill Rd.; William Nelson, B. A., 728 Kempton St.

Corders and Ring Spinners Association No. 36. 832 Purchase St.; 2d Tues.; James H. Simpson, S., 23 Ashley St., Cove Village.

Carpenters No. 1081 (French). 384 Acushnet Av.; Mon.; George Coursey, S., 68 Hatch St.; William Nelson, B. A., 728 Kempton St.

Carpenters No. 1887. 384 Acushnet Av.; Tues.; George F. Curry, S., 19 Columbia St.; William Nelson, B. A., 728 Kempton St.

Carpenters No. 1733. 384 Acushnet Av.; 1st and 3d Fri.; John daSilva, S., 264 Purchase St.; William Nelson, B. A., 728 Kempton St.

City Employees No. 185. Labor Temple, Pleasant St.; Nov. to May, 2d and 4th Sun.; May to Nov., 1st and 3d Tues.; John F. Andrews, F. S., C. S. and B. A., 83 Morgan St.

Dresser Tenders No. 836 (U. T. W.). Spinners Hall, 64 Purchase St.; 2d and 4th Wed.; Edmund H. Yell, S. and B. A., 1655 Acushnet Av.

Electrical Workers No. 224. Labor Temple, Pleasant St.; Tues.; Arthur Gleason, S., 519 Rivet St.; William Nelson, B. A., 728 Kempton St.

Engineers, Amalgamated Society of: New Bedford Branch. Labor Temple, Pleasant St.; Alt. Tues.; Mark Redfern, S., 484 Summer St.; William T. Irvin, B. A., 46 Massachusetts Av., Quincy.

Flint Glass Workers No. 17 (Blowers). Labor Temple, Pleasant St.; 1st and 3d Tues.; James J. Joslin, S., State St.

Flint Glass Workers No. 113 (Cutters). Labor Temple, Pleasant St.; 1st and 3d Wed.; James J. Joslin, S., State St.

Grenite Cutters: New Bedford Branch. Labor Temple, Pleasant St.; Thurs. on or after 15th; James W. Crewcock, S., 12 Stone St.

Grocery Clerks No. 1385. Spinners Hall, 822 Purchase St.; 1st and 3d Mon.; Patrick Sherrin, R. S., 482 Cottage St.

Hoisting and Portable Engineers No. 135. Carpenters Hall, Union St.; 1st and 3d Thurs.; Carl F. Hayward, R. S., 195 Shawmut Av.; Edward McAloon, B. A., 63 Washington St.

Iron Molders No. 363. 3d floor, 99 Holly St.; 1st Fri.; Joseph E. Johnson, C. R.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Leaders No. 27 (B. & S. W.). Labor Temple, Pleasant St.; 1st Fri.; H. E. Card, F. S., 210 Austin St.

Loomfitters Association. 598 Pleasant St.; 2d Fri.; John Hobin, S. and B. A.

Moving Picture Machine Operators (See Theatrical Stage Employees Auxiliary No. 18).

Mule Spinners No. 2. 62½ Purchase St.; 3d Tues.; Hon. Samuel Ross, S. and B. A., 68 Willis St., or Box 367.

Musicians Protective No. 214. Labor Temple, Pleasant St.; 1st Sun.; John Anderson, R. S., 85 Dartmouth St.

Painters, Decorators, and Paperhangers No. 691. Labor Temple, Pleasant St.; Mon.; Arthur D. Charlebois, S., 5 W. Cove Rd.

NEW BEDFORD — Con.

Plumbers No. 65. Labor Temple, Pleasant St.; 2d and 4th Wed.; James F. Collins, R. S., 27 Trinity St.

Quillers and Beamers (See Weavers No. 13, National Federation of).

Railway Clerks No. 68. Labor Temple, Pleasant St.; 2d Fri.; John J. L. Evers, R. S. and B. A., 422 Summer St.

Retail Salesmen's Association. Red Men's Hall, Acushnet Av.; 1st Tues.; Louis P. Prefontaine, S., 85 Dean St.

Sheet Metal Workers No. 289. Labor Temple, Pleasant St.; 3d Mon.; James H. Nelson, F. S., 146 Collette St.

Shoe Stitchers and Cutters No. 245 (B. & S. W.). Labor Temple, Pleasant St.; 2d Mon.; George D. McCarthy, S., 25 Maxfield St.

Slasher Tenders (See Dresser Tenders).

Stationary Firemen No. 294. Spinners Hall, 832 Purchase St.; 1st and 3d Fri. and 2d Sun.; Robert Wilson, S. T., 29 Valentine St.; John H. Balderson, B. A., 177 Weld St.

Theatrical Stage Employees No. 131. Labor Temple, Pleasant St.; 2d Sun.; John Baptiste, C. S., Box 499; Thomas Flaherty, B. A., Box 499.

Theatrical Stage Employees Auxiliary No. 18 (Moving Picture Machine Operators). Columbia Theatre; 2d Tues.; Walter Smith, F. S., Casino Theatre; Charles E. Cowing, B. A., Hathaways Theatre.

Typographical No. 276. Labor Temple, Pleasant St.; last Sun.; Paul V. Murphy, S., 373 Chanocery St.

Warp Twisters No. 274. Labor Temple, Pleasant St.; 1st Mon.; William Norwood, S. and B. A., 95 Willard St.

Weavers Protective Association, Cotton. Labor Temple, Pleasant St.; 2d Tues.; Francis J. Duffy, Jr., S. and B. A., Box 543.

Weavers No. 13, National Federation of (Quillers and Beamers). Meaney Bldg., cor. Division and S. Water St.; 1st and 3d Sun.; Henry P. Martin, S., 5 Emery St.; Leo R. Donnelly, B. A., 5 Emery St.

NEWBURYPORT.

Bartenders No. 91. Carpenters Hall, 12 State St.; 2d Sun.; John F. Mahoney, S. T., 1½ Olive St.

Bricklayers, Masons, and Plasterers No. 41. Carpenters Hall, 12 State St.; 2d Fri.; Frank W. Marshall, C. S., 13 Eagle St.; T. H. McCarthy, B. A., 28 Warren St.

Carpenters No. 989. Carpenters Hall, 12 State St.; Thurs.; Marshall Jolotta, R. S., 10 Chestnut St.

Iron Molders No. 474. Hibernian Hall, Pleasant St.; 3d Wed.; Frederick Pierce, C. and F. S., Boardman St.; Eugene L. Murphy, B. A., 116 Winslow St., Norwood.

Musicians Protective No. 378. 13½ Merrimac St.; on call; Thomas W. Knight, S., 2 Woodland St.

Painters No. 688. Carpenters Hall, 12 State St.; 1st and 3d Wed.; Charles M. Morrill, R. S., R. F. D., Box 68, W. Newbury.

Typographical No. 686. Members' houses; 2d Tues.; Daniel Foster, S. T., 241 Merrimac St.

Local Trade Unions.

NEWTON.

- Bricklayers and Plasterers No. 32.* Nonantum Hall, 251 Washington St.; Mon.; Thomas H. Manning, C. S., 113 West St.
- Building Laborers No. 70.* Hibernian Hall, Washington St.; 2d and 4th Wed.; Patrick Foran, F. S., 204 River St., W. Newton.
- Carpenters No. 275.* Nonantum Hall, 251 Washington St.; Tues.; Clarence L. Connors, R. S., 118 Bullard St., Watertown; L. H. Johnson, B. A., 3 Cook St., Newton Highlands.
- Carpenters No. 680 (Newton Centre).* Circuit Hall, Newton Centre; Tues.; W. E. Corkum, R. S., 14 Lyman St.; L. H. Johnson, B. A., 3 Cook St., Newton Highlands.
- Carpenters No. 708 (W. Newton).* A. O. U. W. Hall, Washington St.; Fri.; D. M. Chandler, R. S., Webster St., W. Newton; L. H. Johnson, B. A., 3 Cook St., Newton Highlands.
- Carpenters No. 1800 (Mill).* Nonantum Hall, 251 Washington St.; 2d and 4th Thurs.; J. Patchett, R. S., 15 Jerome St., W. Newton.
- City Employees No. 175.* Associates Hall; John J. Hurley, 21 West St.
- Painters, Decorators, and Paperhangers No. 362.* A. O. U. W. Hall, Washington St., W. Newton; 2d Mon.; William Darmody, Jr., F. and R. S., 137 River St., W. Newton.
- Painters, Decorators, and Paperhangers No. 545.* 195 Cypress St., Newton Centre; 1st and 3d Thurs.; Frank A. Mahaney, F. S.
- Plumbers No. 201.* A. O. U. W. Hall, Washington St., W. Newton; 2d and 4th Thurs.; H. Fitzpatrick, S., Cherry St., W. Newton.

NORTH ADAMS.

- Barbers No. 126.* C. L. U. Hall, Dowlin Blk., Main St.; last Tues.; P. H. Nagle, S., 44 Eagle St.
- Bartenders No. 125.* Dowlin Blk., Main St.; 1st Sun.; Robert W. Irvin, R. S., 183 Houghton St.; Thomas Fitzgerald, B. A., 58 Braeswell Av.
- Bootblacks Protective No. 11534.* 70 Main St.; Semi-annually, Nicolas Del Negro, S. T.
- Bricklayers, Masons, and Plasterers No. 18.* Dowlin Blk., Room 506, Main St.; Mon.; G. C. Bouchard, C. and R. S., 4 Richview St.
- Carpenters No. 193.* C. L. U. Hall, Dowlin Blk., Main St.; Wed.; S. H. Crum, R. S., 291 Ashland St.
- Cigar Makers No. 208.* C. L. U. Hall, Dowlin Blk., Main St.; 1st Tues.; E. R. Stein, F. S. and T., 15 Highland Av.
- Horseshoers No. 91.* 101 Main St.; 1st and 3d Fri.; Edward F. Morrissey, S., 66 Cliff St.
- Lesters No. 165 (B. & S. W.).* Dowlin Blk., Main St.; 2d Tues.; P. F. Driscoll, C. S., 112 Liberty St.
- Loomfixers No. 38.* Lafayette Hall, Main St.; 2d and 4th Wed.; Joseph Schlesinger, R. S., 140 Cliff St.
- Maintenance of Way Employees No. 278.* 31 Eagle St.; 2d Sat.; Dennis Scully, S. T., Box 73.
- Molders No. 300.* C. L. U. Hall, Dowlin Blk., Main St.; 1st Fri.; M. B. Wright, 32 Bank St.

NORTH ADAMS — Con.

- Musicians No. 96.* C. L. U. Hall, Dowlin Blk., Main St.; 1st Sun., quarterly; Byron G. Briggs, C. S. and B. A., 49 Summer St.
- Painters, Decorators, and Paperhangers No. 2.* C. L. U. Hall, Dowlin Blk., Main St.; Mon.; Charles C. Murphy, F. and R. S., 53 Chase Av.
- Railroad Station Employees No. 13.* Fireman's Hall; 3d Thurs.; Thomas Lunney, R. S., 17 Beacon St.
- Railroad Telegraphers: North Adams Division No. 139.* 2d and 4th Fri.; I. O. O. F. Hall, Main and State Sts.; 2d Sat. after 1st Tues.; H. F. Cook, Ch., Charlemont, Mass.
- Shoe Cutters No. 163 (B. & S. W.).* Dowlin Blk., Main St.; 2d and 4th Fri.; Charles J. Hager, S. T. and B. A., 184 Eagle St.
- Sole Fasteners No. 201 (B. & S. W.).* Dowlin Blk., Main St.; 1st and 3d Tues.; E. G. Sprague, F. S., 15½ Eagle St.
- Stationary Firemen No. 100.* C. L. U. Hall, Dowlin Blk., Main St.; 1st Thurs. and 4th Sun.; E. W. Bradley, F. S., 61 Summit Av.
- Siam Engineers No. 345.* Collins Block, Park St., Adams; 3d Fri.; John Walsh, F. S., 91 Columbia St., Adams.
- Stitchers No. 285 (B. & S. W.).* Hoosac Savings Bank Blk., Main St.; 1st Mon.; Miss Anna Potter, C. S., 3 East St., Adams.
- Stock Filers No. 297 (B. & S. W.).* Dowlin Blk., Main St.; 1st and 3d Mon.; J. F. Flaherty, F. S. and T., 29 High St.
- Tailors No. 353.* Mansion House; 2d Mon.; P. H. Egnateff, S., Box 452.
- Theatrical Stage Employees No. 83.* C. L. U. Hall, Dowlin Blk., Main St.; 1st and 3d Sun.; George L. Casey, S. T., 77 Holden St.
- Trimmers No. 212 (B. & S. W.).* Foresters Hall, Main St.; 1st Fri.; Tibbette M. Northrup, F. S., 41 Central Av.
- Typographical No. 316.* C. L. U. Hall, Dowlin Blk., Main St.; 2d Tues.; Francis M. Sullivan, S. T., Box 384.

NORTHAMPTON.

- Barbers No. 34.* Board of Trade Hall, Main St.; 4th Tues.; Thomas P. D. Gordon, C. and F. S., 26 Pleasant St.
- Bartenders No. 113.* K. of P. Hall, 56 Main St.; 2d Sun.; Michael J. O'Neill, S. T. and B. A., Hotel Beckmore.
- Bricklayers and Plasterers No. 4.* Lambie Hall, 90 Main St.; 2d and 4th Mon.; C. B. Macomber, C. S., 26 N. Elm St.
- Building Laborers No. 396.* Hibernian Hall, 90 Main St.; 1st and 3d Mon.; James Lucey, R. S., 14 Highland Av.
- Carpenters No. 351.* K. of P. Hall, 56 Main St.; 1st and 3d Fri.; J. E. Chabot, F. S., 29 Highland Av.; J. O. Bergeron, B. A., 20 Nonotuck St.
- Cigar Makers No. 396.* Board of Trade Hall, Main St.; 1st Tues.; Philip Benjamin, C. S., Box 34.
- Electrical Workers No. 710.* A. O. H. Hall, 90 Main St.; 2d and 4th Thurs.; Edward O'Neill, S. and B. A., 27 Armory St.

Local Trade Unions.

NORTHAMPTON — Con.

- Iron Molders No. 295* (Florence). Davis Hall, Main St.; 2d Mon.; Frank J. Hunt, C. R., S., and B. A., 53 Main St., Florence.
- Metal Polishers No. 139* (Bay State). German Hall, Bay State; Joseph Svoboda, R. S., 139 Federal St.
- Musicians Protective No. 280*. Band Hall, Pleasant St.; 1st Sun.; O. J. Blinn, S., Haydenville, Mass.
- Painters No. 646*. A. O. H. Hall, 90 Main St.; 1st and 3d Fri.; J. F. Downer, C. S., Haydenville, Mass.
- Plumbers, Steamfitters, and Gasfitters No. 64*. Foresters Hall, 86 Main St.; 1st and 3d Mon.; Joseph Brigham, Jr., F. S., 38 Myrtle St.; Joseph A. Lepine, B. A., 27 William St.
- Pulp, Sulphite, and Paper Mill Workers No. 7*. A. O. H. Hall, 90 Main St.; 2d Tues. and 4th Sun.; Frank H. Magee, Pres. and B. A., 212 Prospect St.
- Railroad Station Employees No. 21*. A. O. H. Hall, 90 Main St.; 4th Tues.; Timothy O'Keefe, F. S. and T., 44 Walnut St.; Moses P. McDonald, 11 Valley St.
- Railroad Trainmen: Meadows City Lodge No. 448*. K. of C. Hall, 37 Main St.; 1st and 3d Sun.; J. M. Planker, R. S., 22 Edward Sq.; T. J. Lynch, B. A., 258 Main St.
- Railway Clerks: Northampton Lodge No. 68*. Board of Trade Hall, 59 Main St.; 1st Mon.; S. A. Keogh, S. T., 83 Massachusetts St.
- Stationary Firemen No. 143*. A. O. H. Hall, 90 Main St.; 2d and 4th Fri.; Thomas J. McGrath, C. and R. S., 136 Hinchley St., Bay State.
- Stone Masons No. 47*. Lambie Hall, 90 Main St.; 2d Sun.; John Ryan, F. S., 33 Aldrich St.
- Street and Electric Railway Employees No. 649*. 86 Main St.; 2d and 4th Fri.; George W. Lawley, F. S. and T., 55 Chestnut St., Florence.
- Tailors No. 168*. City Hotel; 1st and 3d Tues.; A. Anderson, R. S.
- Theatrical Stage Employees No. 238*. Foresters Hall, 86 Main St.; 1st Sun.; George H. Morrill, R. S., 15 Masonic St.; R. O. Wislady, B. A., 186 Prospect St.
- Typographical No. 711*. 12 Crafts Av.; 1st Mon.; R. Ernest Reynolds, S. T., 19 High St.; Joseph Hinchcliffe, B. A., Box 504.

North Andover.

- Card Machine Operators*. By appointment; Phineas W. Clark, Shop S., 13 Third St.

North Attleborough.

- Carpenters No. 1679*. A. O. H. Hall, Washington St.; 1st and 3d Tues.; A. W. Myers, F. and R. S., 115 East St.

North Brookfield.

- Boot and Shoe Workers No. 130* (Mixed). Foresters Hall, Summer St.; 1st Mon.; M. J. McNamara, F. S., Box 731.
- Overall Workers No. 124*. Grange Hall, Cor. Main and Maple Sts.; 1st Mon.; Mrs. Gertrude L. Hambury, F. and R. S., Box 414.

Norton (BARROWSVILLE).

- Folders No. 651*. (See TAUNTON.)

Norwood.

- Blacksmiths No. 441*. Lyric Hall, Hyde Park; 1st Sun.; John P. Cavanaugh, R. S. and B. A., 14 Lyden St.
- Boiler Makers: Norwood Lodge No. 281*. 724 Washington St., Boston; 2d and 4th Fri.; Robert Henderson, C. S., 274 Metropolitan Av., Roslindale.
- Bookbinders No. 176*. Conger Hall, Washington St.; 2d Tues.; Patrick Cullen, F. S., East Walpole; Thomas Grover, B. A., Mattapan, Mass.
- Carpenters No. 866*. A. O. U. W. Hall, 636 Washington St.; 1st and 3d Tues.; George N. Brooks, R. S. and B. A., 869 Washington St.
- Iron Molders No. 323*. (See FOXBOROUGH.)
- Musicians No. 343*. Band Hall, Washington St.; 4th Sat.; Herbert L. Engley, S. T., 19 Hoyle St.
- Painters, Decorators, and Paperhangers No. 747*. A. O. U. W. Hall, 636 Washington St.; 2d Thurs.; John Daunt, R. S., 21 Phillips Av.; John J. Fitzhenry, B. A., 862 Washington St.
- Printing Pressmen No. 36*. A. O. U. W. Hall, 636 Washington St.; 2d Fri.; Francis J. Duncan, F. S. T., 267 Railroad Av.

Orange.

- Iron Molders No. 390*. K. of P. Hall, Cor. E. and S. Main Sts.; 1st Fri.; William H. Geddes, C. R., 16 Beacon St.; E. L. Murphy, B. A., 116 Winslow Av., Norwood.
- Metal Polishers No. 84*. K. of P. Hall, Cor. E. and S. Main Sts., 1st Mon.; M. H. Hartney, R. S., 15 Fountain St.

Palmer.

- Carpenters No. 445*. Foresters Hall, Main and Bridge Sts.; 1st and 3d Fri.; Frank J. Monat, S., Three Rivers.
- Textile Workers* (Three Rivers). By appointment; Ernest Pytko, R. S., Bourne St., Three Rivers.

PITTSFIELD.

- Barbers No. 127*. Bartenders Hall, 124 North St.; 1st Wed.; William Boos, S. and B. A., 30 North St.
- Bartenders No. 114*. Englands Bldg., 124 North St.; 1st Sun.; Frank J. Mara, F. S. and B. A., 159 North St.
- Boilers and Drivers No. 324*. 93 Eagle St.; 1st Sun. and 3d Thurs.; James T. Lynch, F. S., 289 Onota St.
- Brewery Workmen No. 141*. Turn Hall, Seymour St.; 1st Fri.; George Schaefer, S., 2 Martin St.
- Bricklayers, Masons, and Plasterers No. 80*. Foresters Hall, 311 North St.; Fri.; Frank Dolan, C. S.
- Building Laborers No. 21*. Blanks Bldg., 76 West St.; Wed.; Philip Sullivan, R. S., 261 Francis Av.
- Carpenters No. 444*. Bank Bldg., 15 Fenn St.; Tues.; E. Preston Linsley, F. S., 562 North St.

Local Trade Unions.

PITTSFIELD — Con.

- Lathers No. 176.** Carpenters Hall, 93 Eagle St.; 2d and 4th Fri.; Frank O. Olstead, R. S., Hawthorne St.
- Maintenance of Way Employees No. 222.** Foresters Hall, 311 North St.; 2d Sun., alt. months; William G. Kane, S. T., Chatham Center, N. Y.; F. Freehan, Sr., B. A., State Line, Mass.
- Molders No. 245.** Eagles Hall, Cor. North and Melville Sts.; Gustav Reiff, C. R., 37 Dartmouth St.; L. E. Gerrity, B. A., 314 Hulett St., Schenectady, N. Y.
- Musicians No. 109.** Shipton Hall, 150 North St.; 1st Sun.; John F. Walsh, Gen. S., 42 Curtis St.
- Painters, Decorators, and Paperhangers No. 94.** Pritchard Hall, 65 Eagle St.; Tues.; John J. McKim, R. S., 310 Columbus Ave.; B. P. Powell, Treas., 53 Chickering St.; Joseph A. McDonough, B. A., 38 Gale Av.
- Pattern Makers Association.** Bartenders Hall, 124 North St.; 1st Thurs.; E. Umpleby, B. A., Box 780, Schenectady, N. Y.
- Plumbers, Steam and Gasfitters No. 297.** Bartenders Hall, 124 North St.; 2d and 4th Fri.; Charles A. Rowen, S., 41 James St.
- Printing Pressmen No. 228.** 12 Gamewell Ct.; 2d Thurs.; W. T. Maley, S., 73 High St.
- Railroad Trainmen No. 336.** Osceola Hall, 246 North St.; 1st and 3d. William P. Cronin, S., 39 Dewey Av.
- Railway Clerks: Springfield Lodge No. 273.** Newman's Hall, North and Depot Sts.; 1st Tues.; Louis F. Hoffman, S. T., 98 S. Church St.
- Stationary Firemen No. 228.** C. L. U. Hall, 15 Fenn St.; 2d and 4th Sun.; Louis Walsh, R. S., Linden St.
- Steam Engineers No. 443.** 124 North St.; H. G. Frederick, S., Box 1451.
- Street and Electric Railway Employees No. 496.** Foresters Hall, 311 North St.; last Thurs.; Owen G. Monroe, R. S., Box 991.
- Tailors No. 296.** Bartenders Hall, 124 North St.; 2d Tues.; Louis Baer, C. S., Box 810.
- Theatrical Stage Employees No. 276.** C. L. U. Hall, 15 Fenn St.; 1st Sun.; Arthur A. Elliott, S., 151 North St.
- Typographical No. 109.** Bartenders Hall, 124 North St.; 1st Mon.; John C. Nash, S. T. and B. A., Box 34, Farnams.

Plymouth.

- Bricklayers, Masons, and Plasterers No. 48.** O'Brien's Hall, last Mon.; Thomas Andrews, R. S., Box 65.
- Carpenters No. 1591.** M. C. O. F. Hall, 12 Main St.; 2d and 4th Thurs.; Henry Perault, R. S., Lafayette Ct.; Charles H. Smith, B. A., 119 Summer St.
- Iron Molders No. 468.** Golden Star Hall, Main St.; 1st Tues.; Samuel H. Smith, C. R., 12 Crescent St., N. Plymouth; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Loomfixers No. 242.** Foresters Hall, Court St.; 1st Wed.; John Hinchliffe, F. S., 184 Water St.
- Musicians No. 281.** Calumet Club, on call of Pres.; Richard B. Brown, S., 7 Winslow St.

QUINCY.

- Barbers No. 390.** Johnson Bldg., Hancock St.; 1st Tues.; F. W. Cochran, S., 809 Broad St., E. Weymouth.
- Bricklayers, Masons, and Plasterers No. 52.** Keatings Hall, Cor. Canal and Washington Sts.; Mon.; N. F. Cleary, C. S., 12 Mill St.; Fred A. Lord, B. A., 295 Washington St.
- Carpenters No. 385** (Wollaston). Poland Hall, Norfolk Downs; 1st and 3d Tues.; W. C. Fitton, R. S., 11 Bass St., Wollaston; Fred A. Lord, B. A., 295 Washington St.
- Carpenters No. 762.** G. A. R. Hall, Hancock St.; Mon.; Charles S. Jones, R. S., 58 River St.; Fred A. Lord, B. A., 295 Washington St.
- Carpenters and Joiners No. 847, Amalgamated Society of Johnson Bldg., Hancock St.; 2d Wed.; George McAdams, S., 14 Goddard St.**
- Drillers and Tappers** (See Industrial Workers No. 34, Branch 2).
- Electrical Workers No. 189.** Johnson Bldg., 1432 Hancock St.; 1st and 2d Mon.; Charles W. Hanscomb, Pres., 124 Upland Rd.
- Engineers: Fore River Branch No. 776, Amalgamated Society of Union Hall, Hancock St.; Allen MacGeachie, S., Box 244.**
- Granite Cutters: Quincy Branch.** Clan MacGregor Hall, Cor. Franklin and Water Sts.; James F. Reid, C. S., 18 Trafford St.; Arthur Tremayne, B. A., 21 Elliot St.
- Granite Polishers.** Clan MacGregor Hall, Cor. Franklin and Water Sts.; 3d Thurs.; J. A. Campbell, C. S., 40 Franklin St.; Arthur Tremayne, B. A., 21 Elliot St.
- Hod Carriers and Building Laborers No. 133.** 1390 Hancock St.; 1st and 3d Mon.; Theodore S. Andrews, S., 193 Whitwell St.; Charles W. Hanscom, B. A., 124 Upland Rd.
- Industrial Workers No. 34, Branch 2** (Drillers and Tappers). Wilson Hall, 1463 Hancock St.; 1st and 3d Thurs.; John J. McCarthy, S. T., 915 Harrison Av.
- Lathers No. 99.** Johnson Bldg., Hancock St.; 1st and 3d Mon.; Ernest Lord, F. S., Francis Rd., E. Weymouth.
- Loftmen and Helpers No. 14322.** Johnson Bldg., Hancock St., Room 24; N. E. Cadman, F. S., 218 Franklin St.
- Machinists: Quincy Lodge No. 108.** Johnson Bldg., Hancock St., Room 22; 1st and 3d Wed.; Peter W. Dackers, R. S., 355 Water St.
- Painters, Decorators, and Paperhangers No. 773.** Johnson Bldg., Hancock St., Room 22; 2d and 4th Thurs.; W. E. Stoddard, R. S., 198 Washington St.; Fred H. Lord, B. A., 295 Washington St.
- Pattern Makers Association.** (Branch of Boston Association.) (See Boston.)
- Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 276.** Johnson Bldg., Hancock St.; 1st and 3d Tues.; A. P. Shay, S., 108 Beach St.
- Plumbers, Steamfitters, and Steamfitters Helpers No. 233** (Marine). Wilson Hall, Hancock St.; 1st and 3d Fri.; John M. Downes, C. S., 27 Saunders St., N. Weymouth.

Local Trade Unions.

QUINCY — Con.

Quarry Workers No. 47 (West Quincy). A. O. H. Hall, Copeland St.; 1st and 3d Fri.; Dennis Falvey, C. S., 42 Kent St.

Quarry Workers No. 171. Dobles Hall, Water St.; 2d Fri.; Duncan Finlayson, S., 137 Independence Av.

Sheet Metal Workers No. 376. Faxon Hall, Revere Rd.; 1st and 3d Wed.; William Walters, S., E. Braintree, Mass.

Steam Engineers No. 79. Clan MacGregor Hall, Cor. Franklin and Water Sts.; 2d and 4th Wed.; Alexander M. Smith, R. S., 215 Palmer St.; Robert McVitie, B. A., 249 Whitwell St.

Steam Engineers No. 614. St. Jeans Hall, Cor. Copeland St. and Furnace Av.; 2d Tues.; John J. Clarke, R. S., 29 off Bryant Av., W. Quincy.

Street and Electric Railway Employees No. 253. Electa Hall, Johnson Bldg., Hancock St.; 2d and 4th Mon.; John J. Kelley, R. S., 87 Pond St., Braintree; William H. Gould, B. A., 117 Upland Rd.

Team Drivers No. 305. Italian Hall, 376 Water St.; 1st Tues.; Albert Trotman, S. T., Town Hill.

Tool Sharpeners No. 1. Clan MacGregor Hall, Cor. Franklin and Water Sts.; 3d Fri.; Edward H. McGinty, C. S., 11 N. Payne St.; Arthur Tremayne, B. A., 21 Elliot St.

Randolph.

Boot and Shoe Workers No. 122. Union Hall, School St.; 2d and 4th Fri.; Minot A. Burrell, B. A., Box 556.

Carpenters No. 1929. Odd Fellows Hall; 1st and 3d Wed.; William Eddy, S., Gen. Del.

Reading.

Carpenters No. 1391. Lower Lyceum Hall, Haven St.; Alfred L. Oliver, R. S., 39 Auburn St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

Street and Electric Railway Employees No. 249. Lyceum Hall, Haven St.; last Fri.; R. J. Bowman, R. S., Bennett St., Wakefield; J. F. McFadden, B. A., 4 Village St.

Revere.

Carpenters No. 848. A. O. H. Hall, Winthrop Av.; Fri.; Joseph T. Callahan, R. S., 68 Eustis St.; Charles Noel, B. A., Grove St.; Chelsea.

Town Employees No. 718. A. O. H. Hall, Winthrop Av.; 1st and 3d Tues.; William H. Quinlan, R. S., 326 Winthrop Av.

Rockland.

Barbers No. 408. Rockland and Whitman, alt.; 4th Mon.; Alexander D. MacKinnon, C. and F. S., 112 Arlington St.

Boot and Shoe Workers No. 48 (Mixed). Bigelow Bldg., Union St.; 2d and 4th Thurs.; J. F. Kane, B. A., 198 Reed St.

Carpenters No. 1631. Cushing Blk.; Wed.; C. F. Murble, S., S. Weymouth; Leroy W. Beedle, B. A., 208 Allen St., E. Braintree.

Rockland — Con.

Painters, Decorators, and Paperhangers No. 1013. Wampatuck Club Room, 306 Union St.; 2d Tues.; George H. Donnelly, R. and F. S., and B. A., 64 Madison St., E. Weymouth.

Rockport.

Blacksmiths No. 499. (See BOSTON.)

Carpenters No. 1349. Engineers Hall; 1st and 3d Mon.; Charles B. Morse, R. S., 172 Granite St.

Granite Cutters: Cape Ann Branch. (See GLOUCESTER.)

Hoisting and Portable Engineers No. 108. Engineers Hall; Wed.; James Newbold, R. S., 18 Beach St.

Paving Cutters No. 53. Temperance Hall; 2d Mon.; Frank A. Peterson, S., 49 Granite St.

Quarry Workers No. 86. Forest St.; 2d Wed.; Santeri Saari, C. S., 4A Forest St.; Emil Knuuttnen, B. A., 12 Forest St.

SALEM.

Bakers and Confectionary Workers No. 277. C. L. U. Hall, 71 Washington St.; 1st and 3d Sat.; Norman J. Montgomery, R. and C. S., and B. A., 9 Bowditch St.

Barbers No. 395. C. L. U. Hall, 71 Washington St.; 1st Thurs.; Silas N. Lapham, C. and F. S., 133 Essex St.

Boot and Shoe Cutters No. 84 (U. S. W.). 145 Essex St.; Fri.; Michael F. Meagher, F. S. and B. A.

Boot and Shoe Workers No. 174 (Mixed). 39 Church St.; 2d and 4th Thurs.; William J. Herlihy, S. and B. A., 38 Northend Av.

Bricklayers, Masons, and Plasterers No. 25. 175 Essex St.; 2d and 4th Tues.; William Pawley, S. T., 27 Pickman St.

Building Laborers No. 14. St. Jean Baptiste Hall, Lafayette St.; Mon.; Michael J. Durkin, F. S., 17 Varney St.

Car Workers: Salem Lodge No. 34. C. L. U. Hall, 71 Washington St.; 1st Wed.; T. H. Condon, S. and B. A., 15 Boardman St.

Carpenters No. 888. Cate Blk., 71 Washington St.; Thurs.; C. H. Moore, R. S., 133 North St.

Carpenters No. 1810 (French). Cercle Vuillot, 125 Lafayette St.; Fri.; Ulric Michaud, R. S., 51 Congress St.; Michael O'Brien, B. A., 71 Washington St.

Carpenters No. 1618 (Mill). 71 Washington St.; 2d and 4th Thurs.; William P. Furlong, S., 346 Bridge St.; Michael O'Brien, B. A., 71 Washington St.

Cutting Die and Cutter Makers No. 312. 18 Proctor St.; 2d Fri.; A. T. Nyberg, S. T. and B. A., 2 Friend St.

Edgemakers Independent No. 2. Veteran Fireman Hall, Essex St.; Fri.; William J. Carson, F. S., 44 Bridge St.; John D. Creeden, B. A., Danvers, Mass.

Electrical Workers No. 259. (See BEVERLY.)

Linters No. 16 (U. S. W.). 145 Essex St.; Fri.; Patrick J. Buckley, B. A.

Local Trade Unions.

SALEM — Con.

- Lathers No. 334* (Wood, Wire, and Metal). 71 Washington St.; Mon.; J. N. Hemeon, C. S., Box 24, Beverly; Fred Marston, B. A., Gloucester, Mass.
- Loomfixers No. 30*. Loomfixers Hall, 50 Lafayette St.; Thurs.; Harmidas Lussier, R. S., 65 Harbor St.; Henry T. Lussier, B. A., 65 Harbor St.
- Machinists No. 488*. C. L. U. Hall, 71 Washington St.; 1st and 3d Tues.; Joseph A. Wallis, R. S., *pro tem.*, 17 Knowlton St., Beverly.
- Maintenance of Way Employees: Salem Lodge No. 300*. Hall No. 3, 71 Washington St.; 2d Sun.; F. J. Harvey, S. T., 8 Park St., Amesbury.
- Packing Room Workers No. 38* (U. S. W.). 145 Essex St.; Tues.; Patrick J. Buckley, B. A.
- Painters, Decorators, and Paperhangers No. 247*. C. L. U. Hall, 71 Washington St.; Wed.; Harry Weston, R. S., Highland Av.; Daniel Guthrie, B. A.
- Railroad Building Mechanics, Division No. 2*. O. U. A. M. Hall, 175 Essex St.; 2d Tues.; Stephen W. Francis, R. S., 10 Pearl St.
- Railroad Station Employees No. 8*. K. of P. Hall, 243½ Essex St.; 2d Sun.; Ralph C. Putnam, R. S. and B. A., 7 Vine St., Marblehead.
- Railroad Trainmen: North Shore Lodge No. 749*. 243½ Essex St.; 1st Fri. and 3d Sun.; Hugh Owens, S., 14 Union St.
- Railway Clerks: Witch City Lodge No. 78*. K. of P. Hall, 243½ Essex St.; 3d Thurs.; John D. Huxtable, S., 14 Hazel St.
- Sheet Metal Workers No. 268*. 71 Washington St.; 2d and 4th Wed.; James A. Malloy, R. S.; Daniel Guthrie, B. A.
- Shoe Supply Workers No. 69* (U. S. W.). 145 Essex St.; Wed.; Patrick J. Buckley, B. A.
- Stationary Firemen No. 101*. C. L. U. Hall, 71 Washington St.; 4th Sun.; Louis E. Roberts, R. S., 21 State St., Peabody; William H. Archer, B. A., Liberty St., Danvers.
- Steam Engineers No. 65*. 221 Essex St., Room 26; Wed.; F. D. Wheeler, C. and F. S., 36 Forrester St.
- Stitchers No. 85*, *Lady* (U. S. W.). 145 Essex St.; Mon.; Michael F. Meagher, F. S. and B. A.
- Stock Fillers No. 29* (U. S. W.). 145 Essex St.; Thurs.; Patrick J. Buckley, B. A.
- Street and Electric Railway Employees No. 246*. C. L. U. Hall, 71 Washington St.; 1st and 2d Thurs.; Stuart A. Morgan, F. S., 12 Oak St., Danvers.
- Teamsters No. 254*. 71 Washington St.; 1st and 3d Wed.; James J. Darcy, F. S. T. and B. A., 59 Broad St.
- Theatrical Stage Employees No. 196*. C. L. U. Hall, 71 Washington St.; 2d Sun.; John H. Kingsley, C. S., Box 32; Benjamin A. Reed, B. A., Box 32.

Saugus.

- Carpenters No. 1197*. K. of P. Hall, Wed.; R. F. Colson, F. S., 261 Lincoln Av., Cliftondale.

Sharon.

- Carpenters No. 968*. Workman's Bldg., S. Main St.; 1st Fri.; B. S. Bolles, R. S. and B. A., Box 135.

Shelburne (SHELBURNE FALLS).

- Blacksmiths: Valley Lodge No. 84*. A. O. U. W. Hall, Main St.; 1st Wed.; Morris L. Thompson, R. S., Box 118, Shelburne Falls.

SOMERVILLE.

- Carpenters No. 629*. Studio Bldg., Davis Sq.; Mon.; Charles W. Erb., R. S., 32 Quincy St.
- Carpenters No. 1379*. Liberty Hall, Hill Bldg., Union Sq.; Tues.; F. X. P. Quessy, R. S., 33 Trull St., Winter Hill.
- City Employees No. 11983*. Hibernian Hall, Washington St.; 2d and last Fri.; Joseph J. Dennehy, S. T., 320 Lowell St.
- Flint Glass Workers No. 180*. Liberty Hall, Hill Bldg., Union Sq.; last Fri.; William J. McDonough, Jr., C. and R. S., 20 Prospect St.
- Locomotive Firemen and Enginemen: Paul Revere Lodge No. 485*. Columbia Bldg., Cor. Broadway and Franklin St.; 1st and 3d Sun.; Joseph C. Robinson, R. S., 28 Dana St.; J. J. Blake, B. A., 9 Cambridge St., Boston.
- Painters, Decorators, and Paperhangers No. 857*. Bacon Hall, Union Sq.; Mon.; J. W. Mullally, R. S., 8 Newman St., N. Cambridge.
- Plasterers No. 275*. Liberty Hall, Hill Bldg., Union Sq.; 1st and 3d Mon.; Ernest A. Workman, F. S., 15 Willard Av., Medford; John E. Fox, B. A., 204 Cross St., Malden.
- Railway Clerks: Somerville Lodge No. 61*. Hill Bldg., Union Sq.; 2d and 4th Wed.; Charles A. Young, S., 10 Lincoln St.

Southbridge.

- Bartenders No. 748*. Foresters Hall, Main St.; 1st Sun.; William W. Roycroft, F. and C. S., Hotel Columbia.
- Carpenters No. 861*. Foresters Hall, Main St.; 1st and 3d Thurs.; Josephat Blanchette, R. S., 32 Cross St.

South Framingham. (See FRAMINGHAM.)

Spencer.

- Boot and Shoe Workers No. 161* (Mixed). Mechanic Hall, Mechanic St.; 1st and 3d Wed.; Alexander L. Gouin, S., Box 985.

SPRINGFIELD.

- Armory Employees Branch 7, National League of Government Employees*. A. O. H. Hall, Worthington St.; 4th Tues.; E. M. Lovering, S., 67 Oak St.
- Bakers No. 38*. C. L. U. Hall, 19 Sanford St.; 1st and 3d Sat.; Robert Philp, S., 9 Piney Pl.; R. E. Mensel, B. A., 32 Pine St. Ct.
- Barbers No. 30*. C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; H. C. Niebuhr, C. and F. S. and B. A., 35 Pearl St. Pl.
- Bartenders No. 67*. C. L. U. Hall, 19 Sanford St.; 2d Sun.; Albert S. Duquette, F. S., Box 893.
- Beer Bottlers and Drivers No. 143*. C. L. U. Hall, 19 Sanford St.; 2d and 4th Sun.; Hugh F. Bowen, S., Box 182.

Local Trade Unions.

SPRINGFIELD — Con.

- Bill Posters and Billers No. 15.* C. L. U. Hall, 19 Sanford St.; 4th Sun.; Paul Davis, S. T. and B. A., 19 Bradford St.
- Boiler Makers: Home City Lodge No. 218.* Winkler Hall, Cor. Bridge and Water Sts.; 2d and 4th Wed.; Jeremiah C. Driscoll, R. S., 141 Patton St.
- Bookbinders.* C. L. U. Hall, 19 Sanford St.; on call; George H. Wrenn, Pres. C. L. U., acting S., 114 State St.
- Brass Molders.* (See *Molders No. 381, Brass.*)
- Brewery Workmen No. 99.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Sun.; William T. Ward, R. S., 76 Shattuck St.
- Bricklayers, Masons, and Plasterers No. 1.* C. L. U. Hall, 19 Sanford St.; Tues.; Richard A. Hennessy, C. S. and B. A., 65 Alden St.
- Building Laborers No. 3.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; Justin C. Barry, S. T.
- Building Laborers No. 36.* Sanford St.; 1st and 3d Wed.; David Consolati, R. S., Box 228, Mit-tineague.
- Cer Workers: Hampden Lodge No. 114.* C. L. U. Hall, 19 Sanford St.; 4th Fri.; George F. Boe-worth, Pres., 895 Carew St.
- Carpenters No. 96 (French).* C. L. U. Hall, 19 San-ford St.; Thurs.; Frederic Dalpe, R. S., 401 Water St.; W. J. LaFrancis, B. A., 6 Geraldine Ct.
- Carpenters No. 177.* C. L. U. Hall, 19 Sanford St.; Fri.; F. W. Barber, R. S., 14 Mattoon St.; Thomas McCarroll, B. A., 89 Armory St.
- Carpenters No. 1105 (Mill).* C. L. U. Hall, 19 San-ford St.; 1st and 3d Wed.; Charles M. Bennett, R. S., 94 Eastern Av.; Thomas McCarroll, B. A., 89 Armory St.
- Carriage, Wagon, and Automobile Workers No. 60.* Labor Lyceum Hall, 150 Bridge St.; 1st and 3d Mon.; George H. Wrenn, Pres. C. L. U., acting Sec., 114 State St.
- Cigar Makers No. 49.* C. L. U. Hall, 19 Sanford St.; Mon.; W. J. Murphy, B. A.
- Coal Handlers No. 7425.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; Patrick Houlihan, R. S., 59 Cass St.; John Hurley, B. A., 140 Union St.
- Cooks and Waiters No. 873.* Rooms 11 and 12, 22 E. Court St.; 1st and 4th Wed.; Charles Krümling, S. T., Box 441; Charles E. Sands, B. A., 15 Central St.
- Drop and Machine Forgers, Die Sinkers, and Trimmer Makers No. 1.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Richard F. Barry, F. S., 21 Grove St.
- Electrical Workers No. 7.* Engineers Hall, 373½ Main St.; W. C. Fields, R. S., 52 Walnut St.; John A. Beauchemin, F. S. and B. A., 81 Pynchon St.
- Elevator Constructors No. 41.* 22 E. Court St.; 1st and 3d Mon.; Theodore Olsen, F. and R. S., Box 34, East Longmeadow; Charles V. Gillies, B. A., 19 Noel Av.
- Grain and Mason Supply Handlers No. 7445.* C. L. U. Hall, 19 Sanford St.; 1st Wed.; Jeremiah J. McCarthy, R. S., 107 Pecousic Av.; William H. Grady, B. A., 29 Tenth St.

SPRINGFIELD — Con.

- Granite Cutters (See HOLYOKE).*
- Hoisting and Portable Engineers No. 98.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Thurs.; S. J. Connier, R. and C. S., E. Longmeadow, Mass.
- Horsehoers No. 16.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; James F. Kerr, R. S., 69 Bristol St.
- Lathers No. 25 (Wood, Wire, and Metal).* C. L. U. Hall, 19 Sanford St.; 1st and 3d Mon.; Joseph Hope, S., 22 Margaret St.; James McConn, B. A., Gen. Del., Thompsonville, Ct.
- Lithographers Protective and Beneficial Association No. 21.* Highland Hall, Hillman St.; 2d and 4th Fri.; Frank J. McCarty, R. S., 14 Raymond Av.
- Locomotive Engineers No. 63.* Boston and Albany R. R. Office Bldg.; 1st and 3d Sun.; Charles E. Cooley, S. T., 40 Fairview Av., W. Springfield.
- Locomotive Firemen and Enginemen: Hampden Lodge No. 307.* I. O. O. F. Hall, Pynchon St.; 1st Tues. and 3d Sun.; C. W. Burleigh, R. S., 31 Auburn St.
- Locomotive Firemen and Enginemen: Home City Lodge No. 793.* Harmony Hall, Myrick Bldg., 29 Worthington St.; 2d and 4th Sun.; D. T. Barn-father, R. S., 32 Russell St., Merriok.
- Machinists No. 214.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Sun.; William A. McCarthy, F. S. and B. A., 51 Market St.
- Machinists No. 457, Railroad.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Harold D. Davis, R. S., 75 Norwood St.
- Machinists No. 603.* Foresters Hall, Johnson St., Indian Orchard; 2d and 4th Thurs.; Samuel Fisher, R. S., 130 Hampshire St., Indian Orchard.
- Machinists Helpers No. 965 (B. and M. R. R.).* C. L. U. Hall, 19 Sanford St.; 1st Fri.; Alfred A. Robert, F. S., Box 112, East Longmeadow.
- Maintenance of Way Employees No. 283.* C. L. U. Hall, 19 Sanford St.; 1st Sat.; M. J. Fitzgerald, S. T., 293 Irving St., W. Springfield; M. J. Powers, B. A., Southville, Mass.
- Metal Polishers, Buffers, Platers, and Brass Workers No. 30.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Bernard J. Mullaney, R. S., 234 Mill St.
- Molders No. 381, Brass.* C. L. U. Hall, 19 Sanford St.; John J. Kaveney, C. R., 128 Patton St.; James A. Loveday, B. A., 103 Ann St.; Hartford, Ct.
- Molders No. 167, Iron.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Fri.; Jeremiah C. Callahan, C. R., 35 Talcott Av.; James Loveday, B. A., 103 Ann St., Hartford, Ct.
- Moving Picture Operators No. 186.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Sun.; W. A. Clark, S. T., Box 835; J. Louis Lambert, B. A., 545 Dick-inson St.
- Musicians Protective No. 171, Hampden County.* 419 Main St.; 2d Sun.; Herbert A. Shumway, S., 38 Palmer Av.; C. H. Cutler, B. A., 70 Dawes St.
- Painters, Decorators, and Paperhangers No. 257.* C. L. U. Hall, 19 Sanford St.; Wed.; J. Paul Bigelow, R. S., 52 Harvey St.; P. H. Triggs, F. S. and B. A., 218 Walnut St.

Local Trade Unions.

SPRINGFIELD — Con.

Pattern Makers Association. 51 Market St.; 1st, 3d, and 5th Thurs.; Emmett R. Smith, R. S., 13 Jefferson St., Westfield; C. R. Cooke, B. A.

Photo-Engravers No. 57. C. L. U. Hall, 19 Sanford St.; 2d Tues.; George W. Clarke, S., 64 Church St.

Plumbers and Steamfitters No. 89. C. L. U. Hall, 19 Sanford St.; Mon.; A. E. Stetson, R. S., 64 Bryant St.; M. J. Scanlon, F. S. and B. A.

Printing Pressmen and Assistants No. 85. C. L. U. Hall, 19 Sanford St.; 3d Thurs.; Henry C. Fillion, S. T., R. F. D. No. 1, Leavitt St.

Prompters No. 538 (Musicians). Apollo Hall, 571 Main St.; 3d Sun.; Edward F. Connolly, R. S. and T., 94 Dwight St.

Railroad Station Employees No. 34. Y. M. C. A., Railroad Terminal; 1st Tues.; Philip E. Prendeville, C. and R. S., 77 Franklin St.

Railroad Telegraphers No. 38. N. A. S. E. Hall, 373½ Main St.; 3d Sat.; J. R. Cardinal, S. T., 566 Main St.

Railroad Trainmen: City of Homes Lodge No. 622. Harmony Hall, 29 Worthington St.; 2d and 4th Sun.; P. E. Clark, S., 34 Bradford St.

Railway Carmen: City of Homes Lodge No. 534; C. L. U. Hall, 19 Sanford St.; 2d Fri.; R. W. Stillman, R. S., Chester, Mass.

Railway Clerks No. 130. A. O. H. Hall, Worthington St.; 2d Mon.; Herbert O. Wing, S., 351 Westfield St., Mittineague.

Railway Conductors No. 198. Myrick Bldg., 29 Worthington St.; 1st and 2d Sun.; S. K. Spencer, S. T., 844 Worthington St.; William Mansfield, B. A., Huntington St.

Roofers No. 48, Slate and Tile. (See HOLYOKE.)

School House Custodians No. 1315b. C. L. U. Hall, 19 Sanford St.; 1st Mon.; P. J. O'Connell, S., 518 Armory St.

Sheet Metal Workers No. 27. C. L. U. Hall, 19 Sanford St.; 2d and 4th Thurs.; Charles F. Blood, R. and C. S., 33 Arch St.; W. E. Osborne, B. A., Box 371.

Sheet Metal Workers No. 400 (Coppersmiths). Socialist Club Rooms, 158 Bridge St.; 1st Mon.; Axel Terho, R. and C. S., 104 College St.

Steamfitters and Helpers No. 603. C. L. U. Hall, 19 Sanford St.; Mon.; F. B. Ramadell, F. S., 109 Cambridge St.; M. J. Scanlon, B. A., 14 Lyndale St.

Stereotypers and Electrotypers No. 44. C. L. U. Hall, 19 Sanford St.; 1st Thurs.; Louis C. Derose, S., 53 Fremont St.; Joseph Hamilton, B. A., care of Home City Electrotype Co., Hillman St.

Stone Cutters. C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; Daniel J. Russell, S. T., 180 E. Dwight St., Holyoke; John Cronin, B. A., 437 High St., Holyoke.

Street and Electric Railway Employees No. 448. C. L. U. Hall, 19 Sanford St.; 2d and 4th Tues.; Arthur E. Wilson, R. S., 911 Sumner Av.

Switchmen: Bay State Lodge No. 73. 118 Plainfield St.; 1st Wed.; E. T. Clark, S.

Tailors No. 26. C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; P. B. McCabe, R. S., Box 611.

SPRINGFIELD — Con.

Telephone Operators: Sub Local No. 643. Public Market Bldg., Main St.; Miss Maude O. Mansfield, R. S. and B. A., 1 Lebanon Pl.

Theatrical Stage Employees No. 63. C. L. U. Hall, 19 Sanford St.; 3d Sun.; John L. Dickinson, S., Box 275; Paul Davis, B. A., 19 Bradford St.

Tobacco Strippers No. 8608. C. L. U. Hall, 19 Sanford St.; 1st Fri.; Miss Mary E. Buldra, R. and C. S., 75 Old Bridge St., Merriek.

Typographical No. 216. C. L. U. Hall, 19 Sanford St.; A. F. Hardwick, F. S., 38 Adams St.

Waitresses No. 418. 22 E. Court St.; 1st and 3d Thurs.; Mrs. Larrie Knelland, S. T., 525 Main St.

Wine Clerks No. 886 (Wholesale). Cooks and Waiters Hall, 22 E. Court St.; 2d Sun.; William J. Tate, Jr., R. S., 8 Massachusetts St.

Wire Weavers Benevolent and Protective Association: Eastern Division. L'Union Canadienne Hall, Front St., Chicopee; 2d Fri.; Fred C. Blair, C. and R. S., 104 Grover St.

Stoneham.

Boot and Shoe Workers No. 11. Dows Blk., Main St.; Mon.; John W. Murphy, Pres., 374 Main St.

Carpenters No. 1463. S. W. V. Hall; 1st and 3d Fri.; Thomas J. McHale, F. S., 4 Pleasant St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

Cutting Die and Cutter Makers No. 306. S. W. V. Hall; last Mon.; James Shanley, S. T., 334 Main St.

Metropolitan Park Employees No. 12223. 193 Har- over St., Boston; 1st Sun.; J. J. McSweeney, F. S., 48 Adams St., Malden.

Shoe Workers No. 81 (Mixed) (U. S. W.). Dows Blk.; Tues.; John J. Galvin, S., 1 Arbor Way. Reading; Stephen Walsh, B. A., 31 Exchange St., Lynn, Mass.

Stoughton.

Boot and Shoe Workers No. 259 (Mixed). Foresters Hall; 2d Tues.; George F. Clarke, S., 380 Park St.

Carpenters No. 1063. 40 Wyman St.; Wed.; F. O. Fowler, S., 155 Porter St.; B. S. Bolles, B. A., Sharon, Mass.

Swampscott.

Retail Clerks No. 247. Town Hall; 1st and last Tues.; Charles J. Oliver, R. S., 43 King St.; John J. Cahoon, B. A., 42 Middlesex Av.

TAUNTON.

Bakers No. 54. 19 Broadway; alt. Sat.; James Stevenson, C. S. and B. A., 20 Mason St.

Barbers No. 345. 41 Cohannet St.; 2d Thurs.; Abram S. Morse, F. S.

Bartenders No. 84. Jones Blk., Broadway; 2d Sun.; William H. Phipps, F. S. and B. A., 34 Shores St.

Bricklayers, Masons, and Plasterers No. 13. A. O. H. Hall, Weir St.; 2d and 4th Wed.; S. E. Shepard, C. S., 96 Cohannet St.

Local Trade Unions.

TAUNTON — Con.

- Carpenters No. 1036.* Jones Bld., Broadway; Mon.; George A. O'Neill, R. S., 88 Summer St.
- Carpenters No. 1437.* St. Jean Baptiste Hall, 13 Whittenton St.; Fri.; George A. Grenier, R. S., 28 Madison St.
- Carpenters No. 1778 (Railroad).* Carpenters Hall, Broadway; 1st Wed.; Chester Peirce, R. S., Somerset Av.
- Cigar Makers No. 386.* C. L. U. Hall, 19 Broadway; 4th Thurs.; Daniel J. Keivick, F. S., 54 Weir St.
- Folders No. 651.* (Barrowsville and N. Dighton). C. L. U. Hall, 19 Broadway; 2d Wed.; Alfred Taylor, S. and B. A., 16 South St.
- Granite Cutters: Taunton Branch.* H. J. King, Dist. Officer, 425 Washington St.
- Locomotive Firemen and Enginemen No. 474.* K. of P. Hall, Broadway; 1st and 3d Sun.; H. M. Walker, R. S., 82 Whitfield St., Dorchester.
- Loomfixers No. 803.* C. L. U. Hall, 19 Broadway; 4th Mon.; William Mitchell, F. S. and B. A., 101 School St.
- Machinists No. 489.* 7 Broadway; 2d Thurs.; T. P. Moran, F. S., 138 Oak St.
- Metal Polishers, Buffers, Platers, Brass, and Silver Workers No. 154.* C. L. U. Hall, 19 Broadway; 2d Fri.; George Gallagher, R. S., 23 Godfrey St.
- Molders No. 39.* Good Samaritan Hall, Main and Weir Sts.; 1st and 3d Fri.; E. F. Kennedy, C. R., 28 White St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Mule Spinners No. 12.* C. L. U. Hall, 19 Broadway; Daniel J. Minahan, S. T. and B. A., 246 Washington St.
- Musicians No. 231.* 3 City Sq.; 2d Sun.; James P. Hern, Treas., 83 Oak St.
- Painters, Decorators, and Paperhangers No. 574.* A. O. H. Hall, 19 Weir St.; 1st and 3d Fri.; Thomas Mensies, C. and R. S., 106 Summer St.
- Plumbers, Gasfitters, Steamfitters, and Helpers No. 686.* Jones Bld., Broadway; 1st and 3d Wed.; Frank O. Nevitt, R. S., 33 Godfrey St.
- Railroad Station Employees No. 28.* 7 Myrtle St.; 1st Sun.; W. H. Golliff, S. T. and B. A.
- Railroad Trainmen: Old Colony Lodge No. 70.* Odd Fellows Hall, Court St.; 1st and 3d Sun.; A. J. Gadow, Treas. and B. A., 9 Agricultural Av.
- Retail Clerks No. 516.* Eagles Hall; on call; Frank A. Paull, S. T. and B. A., 97 Washington St.
- Stationary Firemen No. 306.* C. L. U. Hall, 37 Broadway; 1st Thurs. and 3d Sun.; Denis J. Scully, C. and R. S. and B. A., 4 Chase St.
- Steam Engineers No. 488.* N. A. S. E. Hall, 19 Broadway; Thurs.; Andrew F. Dunbar, R. S., 138 School St.
- Stone Mounters and Range Workers No. 40.* Foresters Hall, W. Water St.; E. F. Leonard, F. S., 1 W. Water St.
- Street and Electric Railway Employees No. 243.* C. L. U. Hall, 19 Broadway; 3d Mon.; Frank E. Lunney, R. S. and C. S., 113 Winthrop St.
- Textile Workers No. 832 (East Taunton).* Portuguese Club Hall, Old Colony Av.; 1st Thurs.; Mrs. Elisabeth Pilling, C. S., Box 35, E. Taunton.

TAUNTON — Con.

Theatrical Stage Employees No. 581. C. L. U. Hall, 19 Broadway; 2d Sun.; Edward F. Gallagher, F. S., 3 Agricultural Av.

Typographical No. 319. C. L. U. Hall, Broadway; 1st Mon.; Alton G. Clay, S. T., 14 W. Weir St.

Townsend.

Coopers No. 98 (Soft Wood). Engine Hall, Elm St.; 1st and 3d Thurs.; H. L. Spofford, C. S., Box 148.

Granite Cutters (West Townsend). Firemen's Hall; about the 20th of each month; John McDonald, Dist. Officer, Townsend, Mass.

Paving Cutters No. 128. Engine Hall, Elm St.; 2d Thurs.; James Knaggs, S., Box 145.

Turners Falls (See MONTAGUE).

Wakefield.

Carpenters No. 368. Dudley Hall, Foster St.; 2d and 4th Thurs.; G. B. Moore, R. S., Greenwood, Mass.; J. G. Cogill, B. A., 3 Glen Ct., Malden, Mass.

Iron Molders No. 70. Foster and Albion Sts.; 3d Fri.; George F. Hanright, F. S., 65 Gould St.; William John, B. A., 25 Wilbur St., Everett.

Plumbers and Steamfitters No. 560. S. W. V. Hall; 2d and 4th Tues.; George McClintock, R. S., 9 Parker St., Reading.

Shoe Workers Protective No. 5 (Turn Workmen). Kingman Bld., Main and Albion Sts.; alt. Thurs.; S. J. Pothier, S., 163 Merrimack St., Haverhill; John F. Bowen, B. A., 163 Merrimack St., Haverhill.

Shoe Workers No. 78 (Mixed) (U. S. W.). A. O. H. Hall, Main St.; 1st and 3d Mon.; J. A. Burbine, R. S., 8 Pleasant St., Reading; Stephen M. Walsh, B. A., 31 Exchange St., Lynn.

Street and Electric Railway Employees No. 249. (See READING.)

Teamsters, Chauffeurs, and Helpers No. 468, General. Dudley Hall, Foster St., 1st and 3d Wed.; Norman Orde, S. T., 14 Auburn St.

Walpole.

Carpenters No. 1479. I. O. O. F. Hall, Main St.; 1st and 3d Thurs.; Ernest Hunt, R. S., Allen St.

WALTHAM.

Barbers No. 711. Carpenters Hall, Crescent St.; 1st and 3d Wed.; Louis C. Tansilli, C. and F. S. and B. A., 6 Crescent St.

Bricklayers, Masons, and Plasterers No. 15. Eagle Bld., Main St.; Tues.; James Hannify, C. S., 219 School St.

Carpenters No. 640. Halls Bld., Crescent St.; Wed.; Joseph Dicke, R. S., 11 Harvard Av.; L. H. Johnston, B. A., 251 Washington St., Newton.

Coal Teamsters and Helpers No. 328. Pequosette Hall, Watertown; 1st and 3d Mon.; Patrick T. Hughes, S. T., 41 Paul St., Watertown.

Local Trade Unions.

WALTHAM — Con.

- Cotton Mule Spinners.* 710 Main St.; 2d Fri.; Thomas Manning, S., 15 Whitcomb St.
- Hod Carriers and Building Laborers No. 58.* 661 Main St.; 2d and 4th Fri.; Michael Ferrick, S., 169 School St.
- Iron Molders No. 108.* A. O. H. Hall, 704 Main St.; 2d and 4th Tues.; William F. Griffin, C. R., 55 Walnut St.; William John, B. A., 25 Wilbur St., Everett.
- Lathers No. 148.* A. O. H. Hall, 704 Main St.; 1st and 3d Tues.; James R. Wright, Pres., 234 Ash St.
- Machinists: Norumbega Lodge No. 485.* 121 Pine St.; Tues.; M. H. Nethercote, R. S., 85 Pine St.
- Plumbers No. 389.* Monument Hall, Main St.; 1st and 3d Thurs.; John F. Scanlon, F. S., 2 Harvard Av.; Joseph Tyler, B. A., Central St.
- Street and Electric Railway Employees No. 600.* A. O. H. Hall, 704 Main St.; 1st Fri.; Edward Malloy, R. S., 197 Charles St.; W. H. Clark, B. A., 89 Crescent St., Auburndale.
- Theatrical Stage Employees No. 505.* A. O. H. Hall, 704 Main St.; 1st Sun.; Carl Miller, F. S., 90 Cherry St.; Frank Campbell, B. A., Scenic Theatre.
- Typographical No. 259.* Foresters Hall, Main St.; on call; A. L. Moody, S., 621 Main St.

Ware.

- Barbers No. 123.* Eagle Hall, Main St.; 1st Sun.; Louis A. Strack, R. S., Gilbertville Rd.
- Carpenters No. 1630.* Union Hall, 68 Main St.; 1st and 3d Thurs.; A. M. Ramsdell, R. S., 30 Prospect St.
- Painters, Decorators, and Paperhangers No. 648.* 45 South St.; 1st Sun.; William A. Metcalf, F. and R. S., 45 South St.

Wareham.

- Carpenters No. 1579.* K. of P. Hall, Onset Av.; 1st and 3d Wed.; L. L. Washburn, R. S. and B. A., E. Wareham.
- Folders No. 888 (E. Wareham).* President's house, E. Wareham; 1st and 3d Fri.; James H. Priestley, S. and B. A., Box 1274, E. Wareham.

Watertown.

- Arsonal Employees: Branch 3.* Brighton; 1st and 15th of month; G. W. Greenwood, Pres., 34 Cottage St., Belmont.
- Iron Molders No. 179.* Pequessette Hall, Galen St.; 3d Thurs.; Thomas O'Brien, C. S., 19 Gilkey St.; William John, B. A., 25 Wilbur St., Everett.
- Machinists No. 150.* Malta Hall, Prospect St., Cambridge; 2d and last Mon.; Frank McCuskey, R. S., 136 Bridge St., E. Cambridge.
- Metal Polishers, Buffers, and Platers No. 50.* Union Market Hotel; 1st Thurs.; T. Robert Quinlan, F. and R. S., 46 West St., Needham Heights.
- Stove Mounters and Range Workers No. 41.* G. A. R. Hall; 4th Thurs.; George H. Emery, C. and R. S., 10 Montfern Av., Brighton.

Webster.

- Barbers No. 358.* 62 Main St.; last Thurs.; Ernest J. Todd, S. and B. A., Webster, Mass.
- Boot and Shoe Workers No. 278.* 109 Main St.; 1st and 3d Thurs.; John H. Ryan, B. A., Box 72.
- Carpenters No. 1749.* Racicot Blk., 93 Main St.; 1st Tues.; John Green, S., School St.; A. T. Terrian, B. A., Main St.
- Painters, Decorators, and Paperhangers No. 396.* Sigel Hall, 36 High St.; 1st Wed.; John Fiddes, R. S., 121 Whitcomb St.

Wellesley.

- Painters, Decorators, and Paperhangers No. 290.* 1st and 3d Thurs.; J. J. Barron, R. S., 9 Summer St., Natick.

Westborough.

- Carpenters No. 1459.* A. O. H. Hall, Main St.; 2d Fri.; Joseph McNeil, R. S., 6 Myrtle St.
- Painters, Decorators, and Paperhangers No. 614.* A. O. H. Hall, Main St.; 2d and 4th Thurs.; George P. Miller, R. S., Central House.

Westfield.

- Barbers No. 33.* C. L. U. Hall, 112 Elm St.; 4th Tues.; J. C. Cleary, C. and F. S. and B. A., 26 Union St.
- Barbers No. 88.* C. L. U. Hall, 112 Elm St.; 1st Sun.; James M. Doherty, S., Box 7.
- Bricklayers and Plasters No. 24.* School St.; 2d and 4th Wed.; T. F. Scanlon, Taylor Av.; Almon Williams, B. A.
- Carpenters No. 822.* C. L. U. Hall, 112 Elm St.; 1st and 3d Tues.; Everett L. Dickinson, C. S., 20 Arnold St.; John Cronin, B. A., 435 High St., Holyoke.
- Cigar Makers No. 28.* C. L. U. Hall, 112 Elm St.; 1st Mon.; S. J. T. Wall, F. S. and B. A.
- Iron Molders No. 95.* C. L. U. Hall, 112 Elm St.; 1st and 3d Wed.; D. P. McCabe, C. R., Box 332; James A. Loveday, B. A., 103 Ann St., Hartford, Conn.
- Lithographers No. 21.* (See SPRINGFIELD.)
- Metal Polishers, Buffers, and Platers No. 80.* C. L. U. Hall, 112 Elm St.; 1st Fri.; E. R. Stratton, R. S., 8 Sterling St.
- Musicians Protective No. 91.* C. L. U. Hall, 112 Elm St.; 1st Sun. in Jan., Mar., June, Sept., and Dec.; W. E. Guilford, C. S., 83 N. Elm St.
- Painters, Decorators, and Paperhangers No. 290.* C. L. U. Hall, 112 Elm St.; 1st and 3d Wed.; Charles H. Comins, R. S., 23 King Pl.
- Plumbers No. 607.* C. L. U. Hall, 112 Elm St.; 2d and 4th Fri.; Milton F. Gardner, R. S., 12 Pleasant St.; John Cronin, B. A., 435 High St., Holyoke.
- Railroad Trainmen: Woronoco Lodge No. 335.* A. O. H. Hall, 236 Elm St.; 2d Wed. and 4th Sun.; W. J. Rooney, S., 20 Mechanic St.; H. A. Beals, B. A., 20 Shepard St.
- Retail Clerks No. 176.* C. L. U. Hall, 112 Elm St.; 2d Tues.; W. F. Murphy, F. S., 2 Morris St.
- Teamsters No. 349, Coal.* C. L. U. Hall, 112 Elm St.; 3d Mon.; Jeremiah J. Mahony, S. T., 13 Belmont St.

Local Trade Unions.

Westford.

Granite Cutters: Graniteville Branch. Martin Hanson, S., Graniteville, Mass.

West Springfield.

Locomotive Firemen and Enginemen: Merrick Lodge No. 663. Centennial Hall, Union St.; 1st and 3d Sun.; James M. VanWagner, R. S., 218 Main St.

Paper Makers No. 14 (Mittineague). A. O. H. Hall, Front St.; 1st and 4th Sun.; M. J. O'Connell, R. S., 22 Maple Terrace.

Railroad Trainmen: Pioneer Lodge No. 338. Centennial Hall, Union St.; 2d and 4th Sun.; J. A. Flynn, S., R. F. D. No. 2; W. P. Cashman, B. A.

Westwood.

Street and Electric Railway Employees No. 681. Bakers Hall, High St.; 1st Thurs.; Edward Crockett, S., Hartford St.

Weymouth.

Boot and Shoe Workers No. 59 (Mixed). McMorro Hall, Kane Av.; 1st and 3d Thurs.; John H. Tobin, S. T. and B. A., 5 Cottage St., E. Weymouth.

Bricklayers and Plasterers No. 58. (See QUINCY.)
Firecracker Workers Union. Murray Knight, S., 150 Allen St., E. Braintree.

Whitman.

Boot and Shoe Workers No. 31 (Mixed). Jenkins Bldg.; 1st and 3d Mon.; George Douglas, B. A., Box 816, Sta. A, Whitman.

Carpenters No. 1018. K. of C. Hall; 1st and 3d Wed.; W. B. Foster, R. S., N. Abington, Mass.
Cutlers No. 456 (B. & S. W.). Harding Bldg.; 1st and 3d Tues.; James H. Feeney, F. S. and B. A., Box 153.

Edgemakers No. 425 (B. & S. W.). Jenkins Bldg.; 1st and 3d Fri.; George L. Brouillard, F. S. and T., 27 Alden St., Sta. A., Whitman.

Leathers No. 69 (B. & S. W.). Jenkins Bldg., Washington St.; 1st and 3d Thurs.; Charles E. Lowell, F. S. and B. A., Box 834, Sta. A, Whitman.

Stitchers No. 129 (B. & S. W.). A. O. H. Hall, Jenkins Bldg., Washington St.; 2d and 4th Wed.; J. D. Goulais, F. S. and B. A., Box 54, Whitman.

Triers, Dressers, and Packers No. 105 (B. & S. W.). A. O. H. Hall, Jenkins Bldg.; 1st and 3d Fri.; William Breanan, F. S. and T., Box 104, Sta. A, Whitman.

Williamstown.

Carpenters No. 979. G. A. R. Hall, Spring St.; 1st and 3d Mon.; W. J. Barber, S., 48 Southworth St.; Thomas W. Nichols, B. A., 18 Arnold St.

Painters, Decorators, and Paperhangers No. 682. G. A. R. Hall, Spring St.; 1st and 3d Tues.; W. F. Williams, R. S., R. F. D.; C. L. Bryant, B. A., Spring St.

Winchester.

Carpenters No. 391. Masonic Hall, Winchester Sq.; 1st and 3d Wed.; George G. Welch, R. S., Box 14; John G. Cogill, B. A., 27 Glen Ct., Malden.

Painters, Decorators, and Paperhangers No. 74. Foresters Hall, Lyceum Bldg.; Thurs.; Frank W. Brown, B. A., 60 High St., Woburn.

Plumbers No. 450. (See WOBURN.)

Teamsters and Helpers Union No. 331, General. Foresters Hall, Main St.; 1st Tues.; Henry T. Kelly, F. S., 11 Hill St.

Town Employees No. 465. I. N. F. Hall, Main St.; 1st Wed.; Thomas J. Kean, R. and C. S., 11 Linden St.

Town Employees No. 700 (Italian). I. N. F. Hall, Main St.; 1st Mon.; Salvatore Da Easo, F. S., 35 Harvard St.

Winthrop.

Carpenters No. 331. Carpenters Hall, 9 Pauline St.; Tues.; Arthur G. Campbell, R. S., 57 Marshall St.; A. J. Howlett, B. A., 30 Hanover St., Boston.

Painters No. 690. Carpenters Hall, 9 Pauline St.; 1st and 3d Mon.; Thomas W. McLean, S. T. and B. A., 87 Horace St., E. Boston.

WOBURN.

Barbers, Journeymen. At different shops; 3d Tues.; John T. Davey, S. T., 6 Montvale Av.

Bricklayers and Plasterers No. 45. Mechanics Hall, Main St.; 1st and 3d Tues.; John F. McCarthy, F. S., 1 No. Warren St.

Carpenters No. 385. Mechanics Hall, Main St.; Thurs.; Robert Creed, R. S., 70 Elm St., N. Woburn; John G. Cogill, B. A., 27 Glen Ct., Malden.

Painters, Decorators, and Paperhangers No. 605. (See MEXFORD.)

Plumbers No. 450. Carpenters Hall, 415 Main St.; 1st and 3d Tues.; R. J. Spencer, R. S., Franklin St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

Street and Electric Railway Employees No. 475. Curtis Bldg., 377A Main St.; 1st Tues.; Edwin J. Lord, F. S. and T., 33 Union St.; John J. Martin, B. A., Green St.

Tanners No. 14575. Curtis Bldg., 377A Main St.; Fri.; George Sargent, S., 19 Vining Ct.

WORCESTER.

Bakers No. 135. 67 Winter St.; 2d and 4th Fri.; Wolf White, F. S. and B. A., 124 Millbury St.

Bakers No. 177. Carpenters Hdq., 20 Madison St.; 2d and 4th Sat.; George Brunnell, R. S., 19 Scott St.; John Berg, B. A., 7 Hooper St.

Barbers No. 186. K. of C. Hall, 34 Front St.; 1st and 3d Thurs.; Ernest H. Toel, C. and F. S., 13 King St.; Peter Naphen, B. A., 17 Woodbine St.

Bartenders No. 95. Carpenters Hdq., 20 Madison St.; 2d Sun.; James H. Loughlin, F. S. and B. A., 20 Florence St.

Bill Posters and Billers No. 58. Arcanum Hall, 566 Main St.; 1st Sun.; F. J. Brierly, R. S., 97 Green St.; George Lamotte, B. A.

Local Trade Unions.

WORCESTER — Con.

Boot and Shoe Workers No. 188 (Mixed). A. O. H. Hall, 26 Trumbull St.; 1st Tues.; Thomas R. Wiseman, R. and F. S., 6 Preston St.

Bottlers and Drivers No. 180. A. O. H. Hall, 26 Trumbull St.; 2d and 4th Thurs.; Joseph E. O'Connor, F. S. and B. A., 2 Columbia St.

Brewery Workmen No. 138. A. O. H. Hall, 26 Trumbull St.; 1st and 3d Fri.; Patrick J. Mahoney, C. S., 56 Richland St.

Bricklayers and Plasterers No. 6. 64 Southbridge St.; Tues.; Patrick Cronin, F. S., 30 Jefferson St.

Bridge and Structural Iron Workers No. 57. Electrical Workers Hall, 419 Main St.; 1st and 3d Thurs.; W. S. Delany, F. S., 590 W. Boylston St.

Building Laborers No. 4. Granite Hall, 566 Main St.; Tues.; Martin J. Carroll, S. T., 12 Nixon Av.

Building Laborers No. 44. 9 Bartlett St., Thurs.; Domico Capuano, F. S., 14 Puritan Av.

Car Workers: Pride of Worcester Lodge No. 45. 566 Main St.; 1st Mon.; Gilbert Berry, R. S., 11 Dryden St.

Card Machine Operators (Earle and Howard Shops). 566 Main St.; 1st Fri.; Percy Milner, S., 54 Woodland St.

Carpenters No. 23. Carpenters Hdq., 20 Madison St.; Fri.; John E. Burke, S., 74 Ward St.; Daniel S. Curtis, B. A.

Carpenters and Joiners No. 408. Carroll Hall, 20 Madison St.; Tues.; Odias Emond, C. S., 15 Adams St.; Daniel S. Curtis, B. A.

Carpenters No. 780 (Swedish). Carpenters Hdq., 20 Madison St.; 2d and 4th Tues.; J. Oscar Forsberg, F. S., Gen. Del., Sta. A.; Daniel S. Curtis, B. A.

Carpenters No. 877 (Shop). Carpenters Hdq., 20 Madison St.; 2d and 4th Fri.; Felix Faucher, S.; Daniel S. Curtis, B. A.

Carpet Weavers Association. Bon Ami Hall, cor. Southgate and Grand Sts.; last Tues.; William Evans, Clerk, 8 Douglas Court.

Cigar Makers No. 98. Electrical Workers Hall, 419 Main St.; 1st Fri.; George Apholt, S., Box 339.

City Employees Protective No. 800. Foresters Hall, 109 Front St.; 1st and 3d Sun.; William Butler, F. S., 12 Washburn St.

Cloak and Skirt Makers No. 75. Morrello Hall, 67 Winter St.; 1st and 3d Mon.; Hyman Schwartz, F. S. and B. A., 23 Penn Av.

Coal Teamsters No. 308. Carpenters Hdq., 20 Madison St.; 2d Sun.; Jeremiah Donoghue, R. S., 31 Jefferson St.

Coopers No. 118 (Brewery). 20 Madison St.; 1st Wed.; Jacob Drodtt, C. S., 4 Tainter St.

Cutting Die and Cutter Makers No. 301. Beaver Hall, 9 Bartlett St.; 2d Wed.; John Greenhalge, S. T., 76 Arlington St.

Electrical Workers No. 96. Electrical Workers Hall, 419 Main St.; 2d and 4th Mon.; F. H. Ludden, S.

Electrical Workers No. 616 (Telephone men). Moose Hall, 35 Pearl St.; 1st and 3d Tues.; George E. Winchester, R. S., 628 Cambridge St.

WORCESTER — Con.

Engineers, Amalgamated Society of: Worcester Branch No. 800. Arcanum parlors, 566 Main St.; alt. Sat.; William Shaw, S., 25 Hacker St.

Granite Cutters: Worcester Branch. K. of C. Hall, 34 Front St.; 3d Fri.; Henry Cote, C. S., 384 Shrewsbury St.

Hoisting and Portable Engineers No. 221. Electrical Workers Hall, 419 Main St.; 3d Fri.; Thomas S. Shed, S. T., 15 Arthur St.

Horseshoers No. 31. Beaver Hall, 9 Bartlett St.; 2d and 4th Fri.; Edward H. Powers, S. T.

Janitors No. 380. Essenic Hall, 566 Main St.; 1st Sat.; Dennis J. Callahan, R. S., 57 Barclay St.

Lathers No. 79 (Wood, Wire, and Metal). Electrical Workers Hall, 419 Main St.; 2d and 4th Tues.; William Canning, S. T. and B. A., 65 Exchange St.

Locomotive Engineers No. 64. Castle Hall, 405 Main St.; 1st and 3d Sun.; Theodore B. Wardwell, S. T., 11½ Hammond St.; George W. Hubbard, Chief Engineer, 122 Lincoln St.

Locomotive Firemen and Enginemen: Bay State Lodge No. 73. Vassar Hall, 184 Main St.; 2d and 4th Sun.; Howard B. Richardson, R. S. and B. A., 47 Windsor St.

Machinists No. 339. Carpenters Hdq., 20 Madison St.; 2d and 4th Thurs.; Angus D. Martin, F. S., 583 S. Bridge St.

Machinists: Equality Lodge No. 694. Hodgkins Hall, 6 McKinley Rd.; 1st and 3d Tues.; Albert Young, R. S., 1209 Grafton St.

Maintenance of Way Employees No. 285. A. O. H. Hall, 26 Trumbull St.; 2d Sat.; Charles P. Groves, C. S., 6 Kilby St.

Metal Polishers No. 53. Carpenters Hdq., 20 Madison St.; 2d and 4th Fri.; Albert E. Harrison, R. S., 73 Merrifield St.

Molders No. 5, Iron. Carpenters Hdq., 20 Madison St.; Mon.; Joseph E. Johnson, C. R., 175 Water St.

Musicians Association No. 143. Room 52, 274 Main St.; 2d Sun.; Louis T. Estabrook, S., 14 Larch St.

Painters, Decorators, and Paperhangers No. 48. Carpenters Hall, 20 Madison St.; Mon.; William Croabee, R. S., 2 Illinois St.; James E. Heffron, B. A.

Pants Makers and Cutters No. 288. 67 Winter St.; Tues.; Samuel Goldstein, F. S. and B. A., 33 Harrison St.

Paperhangers No. 483. Electrical Workers Hall, 419 Main St.; 2d and 4th Fri.; W. T. Murphy, F. S., 115 Winfield St.

Pattern Makers Association. 20 Madison St.; 2d and 4th Tues.; James C. Potts, R. S., 71 Prospect St.; John C. Kear, B. A., 69 Hollis St.

Photo-Engravers No. 47. 566 Main St.; 4th Tues.; W. A. Hanson, R. S., 174 Pleasant St.

Plumbers No. 4. Granite Hall, 566 Main St.; 2d and 4th Thurs.; Daniel J. Buckley, S., 12 Bluff St.

Printing Pressmen and Assistants No. 78. 566 Main St.; 1st Tues.; L. W. Brunnell, S. T. and B. A., 15 Vinton St.

Local Trade Unions.

WORCESTER — Con.

- Railroad Station Employees No. 10.* Beaver Hall, 9 Bartlett St.; 2d Tues.; Daniel D. Sullivan, R. S., 10 McCormick Ct.
- Railroad Station Employees, Division No. 38.* Beaver Hall, 9 Bartlett St.; 1st Tues.; James J. Noonan, F. S., 26 Coral St.
- Railroad Station Employees No. 33.* Beaver Hall, 9 Bartlett St.; 2d Tues.; F. R. Lambertson, R. S., 29 Highland St., Framingham.
- Railroad Trainmen: Bay State Lodge No. 88.* Vassar Hall, 184 Main St.; 2d Sun. and 4th Mon.; T. H. Leonard, S., 22 Harlow St.
- Railroad Trainmen: Worcester Lodge No. 553.* Commonwealth Hall, 566 Main St.; 1st Sun. and 2d Tues.; George Hamel, S., 3 Chrome St.; M. N. Doyle, B. A., 334 Millbury St.
- Railway Carmen No. 548.* 566 Main St.; last Fri.; Thomas J. Pepin, R. S., 30 Mendon St.
- Railway Clerks: Worcester Lodge No. 84.* Knights of Honor Hall, 306 Main St.; 4th Mon.; George L. Norton, R. S., 17 Mott St.
- Railway Conductors No. 237.* Castle Hall, 405 Main St.; 4th Sun.; James J. Butler, S. T., 42 Penn Av.
- Sheet Metal Workers No. 194.* 20 Madison St.; 1st and 3d Tues.; Gordon E. Sutherland, R. and C. S., 10 Fern St.
- Stationary Firemen No. 88.* Firemen's Hall, 8 Washington Sq.; 2d Sun. and 4th Wed.; Carl G. Leighton, C. S., 85 Austin St.; Philip Sheridan, B. A., 14 Dorrance St.
- Steam Engineers No. 78.* Granite Hall, 566 Main St.; 1st and 3d Thurs.; M. F. Scanlon, R. S., 10 Colton St.; William J. Brady, B. A., 2 Chrome St.

WORCESTER — Con.

- Steamfitters, Gasfitters, and Helpers No. 408.* Carpenters Hdq., 20 Madison St.; 1st and 3d Tues.; Edward C. Sheridan, S., 10 Duxbury Rd.; Walter F. Read, B. A., 6 Carver St.
- Stone Cutters Association.* On call; James G. Carroll, C. S., 16 Fruit St.
- Stone Masons No. 29.* 64 Southbridge St.; Fri.; John J. Kelleher, F. S., 37 Coral St.
- Store Workers Association.* Chamber of Commerce Hall, 11 Foster St.; 1st Tues.; Joseph O'Keefe, S., 9 Shawmut St.
- Street and Electric Railway Employees No. 22.* K. of C. Hall, 34 Front St.; 1st Tues.; Peter J. Rooney, B. A., Room 431, State Mutual Bldg.
- Teamsters No. 180, General.* Carpenters Hdq., 20 Madison St.; 1st and 3d Sun.; Thomas S. Shedd, R. S., 110 Gold St.
- Telephone Operators, Sub Local No. 98.* Electrical Workers Hall, 419 Main St.; 1st and 3d Mon.; Miss May Dudley, R. S., 34 Clifton St.
- Theatrical Stage Employees No. 96.* Poli Hall, 34 Front St.; 4th Sun.; Jack Hauser, F. S., Box 389.
- Typographical No. 185.* Carpenters Hdq., 20 Madison St.; 1st Sun.; Frank P. Hughes, R. S., Box 895.
- Web Pressmen No. 29.* Arcanum Hall, 566 Main St.; 2d Mon.; Robert Becker, S. T., 101 Providence St.
- Wire Clerks No. 843, Wholesale.* Electrical Workers Hall, 419 Main St.; 1st and 3d Sun.; William E. Martin, R. S., 8 Wall St.; Nelson Muslar, B. A.

The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

**IMMIGRANT ALIENS DESTINED FOR AND
EMIGRANT ALIENS DEPARTED
FROM MASSACHUSETTS**

1913

LABOR BULLETIN No. 99

(Being Part III of the Annual Report on the Statistics of Labor for 1914)

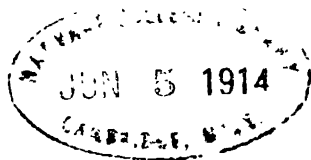


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1914



IMMIGRANT ALIENS DESTINED FOR AND EMIGRANT ALIENS DEPARTED FROM MASSACHUSETTS, 1913.¹

1. INTRODUCTORY.

In preparing this report an endeavor has been made to show the volume and character of that portion of the immigration to the United States which was destined for Massachusetts, and of that portion of the immigrant population of Massachusetts which departed from this Commonwealth to take up a permanent residence abroad. The data herein presented have been selected from the Annual Reports of the Commissioner-General of Immigration for the years 1896 to 1913,² and from the Annual Reports of the Superintendent of Immigration for the years 1894 and 1895.

2. IMMIGRANT ALIENS: DESTINED FOR MASSACHUSETTS.

The number of immigrant aliens admitted to the United States and destined for Massachusetts during the year ending June 30, 1913, was 101,674, which is greater by over 31,000 than the number so destined in 1912, and greater by 16,000 than the highest number recorded in any previous year (85,583 in 1907). The proportion destined for Massachusetts of the aggregate number admitted to the United States was 8.5

¹ The years referred to throughout this article are in each case the years ending June 30.

² In this connection attention should be called to the report recently issued by the Massachusetts Commission on Immigration on "The Problem of Immigration in Massachusetts" (House Document No. 2300, 1914). As this report will, no doubt, be available to our own constituency, the reprinting of any considerable portion thereof would be an unnecessary duplication. Certain data published in the Annual Report of the Commissioner of Immigration for the year ending June 30, 1913, and reprinted in the Report of the Massachusetts Commission, are included in our report, however, in order to follow the usual form of presenting the data relative to volume and character of the immigration to and emigration from Massachusetts in 1913. This report is the ninth annual presentation by this Bureau on the subject of immigrant aliens destined for Massachusetts, previous presentations having been published in Labor Bulletins Nos. 38 (December, 1905), 49 (May, 1907), 56 (January, 1908), 63 (April, 1909), 75 (August, 1910), 81 (May, 1911), 90 (March, 1912), and in Part I of the Annual Report on the Statistics of Labor for 1912.

³ "Arriving aliens whose permanent domicile has been outside the United States who intend to reside permanently in the United States are classed as immigrant aliens; departing aliens whose permanent residence has been in the United States who intend to reside permanently abroad are classed as emigrant aliens; all alien residents of the United States making a temporary trip abroad and all aliens residing abroad making a temporary trip to the United States are classed as non-emigrant aliens on the outward journey and non-immigrant on the inward." — *Report of Commissioner-General of Immigration*, page 6.

per cent, a slightly higher percentage than that for 1912 and higher than any corresponding percentage since 1901. Massachusetts, therefore, appears to be again growing in favor as a destination for immigrants, although the percentage destined for this State in 1913 was considerably lower than the corresponding percentages for the years 1895 to 1898.

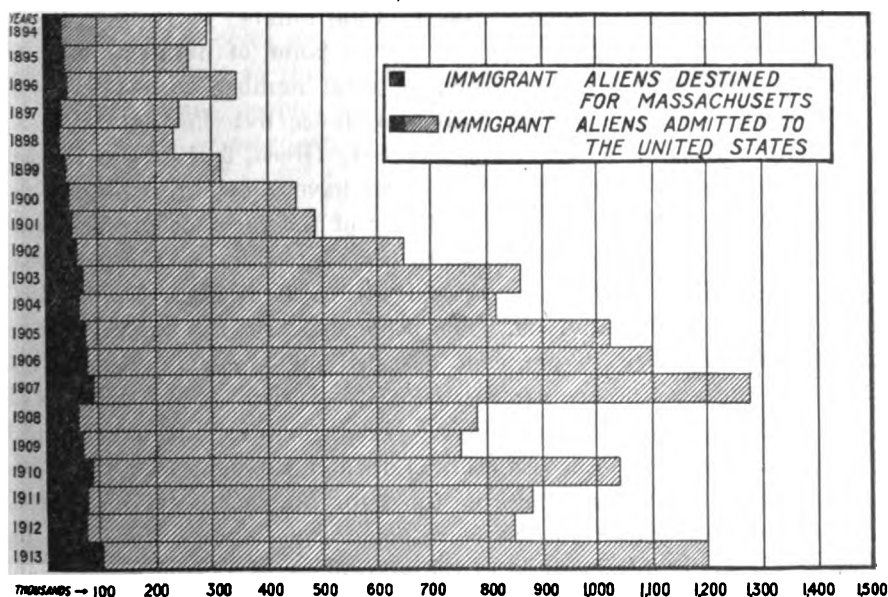
During the past 20 years there has been considerable variation from year to year in the total number of immigrants to the United States and also in the number destined for Massachusetts. The number admitted to the United States did not exceed 343,267 during any one of the years 1894 to 1899. In 1900 the number admitted was 448,572 and from year to year thereafter, with the exception of 1904, it increased by large additions until 1907, when there were 1,285,349 admitted. This was the record year both for the United States and for Massachusetts.

In 1908 the number admitted to the United States decreased by over 500,000 as compared with 1907, and 1909 showed even a smaller total than 1908. In 1910 the number increased to 1,041,570, fell to 878,587 in 1911, and to 838,172 in 1912, but in 1913 it increased to 1,197,182, or to a total of only about 88,000 less than the record in 1907.

From the monthly summaries of the Federal Bureau of Immigration for the last six months of 1913, it appeared probable that the volume of immigration during the fiscal year ending June 30, 1914, would exceed that of the record year ending June 30, 1907, but later summaries indicate that the rate for the first half of the year was by no means maintained during the early months of 1914. It is possible that the volume of immigration has been materially reduced during the later months as a direct result of the slackening industrial activity recently observed in this country, information regarding which has no doubt been transmitted to those countries which constitute the principal sources of immigration to the United States. The Slavs, who have constituted an increasingly large element in our population, show, for the first nine months of the fiscal year ending June 30, 1914, an appreciable decrease; the estimate for the year based on the returns for nine months is 316,000, as compared with 350,856 admitted during the previous fiscal year. The corresponding estimate for Italians (north and south) is, however, 297,000, as compared with 274,147 admitted during the fiscal year ending June 30, 1913. The total immigration for the year, according to an estimate based on the returns for nine months, will probably equal, if not exceed, the total for the previous year, notwithstanding the rather general lack of employment which has prevailed for several months.*

TABLE I. — *Immigrant Aliens Destined for Massachusetts and Admitted to the United States, 1894-1913.*

YEARS (ENDING JUNE 30).	Number of Immigrant Aliens whose Destination was Massachusetts	Total Number of Immigrant Aliens Admitted to the United States	Percentages of Total Immigrant Aliens whose Destination was Massachusetts
1894.	25,906	265,631	9.1
1895.	30,027	268,536	11.6
1896.	36,561	343,267	10.7
1897.	24,581	230,832	10.6
1898.	23,849	229,299	10.4
1899.	30,754	311,715	9.9
1900.	39,474	448,572	8.8
1901.	41,789	487,918	8.6
1902.	50,939	648,743	7.9
1903.	65,757	857,046	7.7
1904.	58,411	812,870	7.2
1905.	72,151	1,026,499	7.0
1906. ¹	73,863	1,100,735	6.7
1907. ¹	85,583	1,285,349	6.7
1908. ¹	57,303	782,870	7.3
1909. ¹	61,197	751,786	8.1
1910. ¹	82,666	1,041,570	7.9
1911. ¹	70,811	878,587	8.1
1912. ¹	70,171	838,172	8.4
1913. ¹	101,674	1,197,892	8.5
1894-1913 (20 years),	1,163,566	12,817,829	8.0
Averages, 1894-1913,	58,178	690,896	-

CHART. — *Immigrant Aliens Admitted to the United States and Destined for Massachusetts, 1893-1913.*

¹ In this table the returns for the years 1906-1913 are not strictly comparable with those for the earlier years, because in 1906 and in prior years all aliens arriving at ports of the United States, with the exception of those merely in transit to other countries, were reported as "alien arrivals." During the years 1906-1913 there have been segregated from those arriving not only aliens in transit, but all aliens returning from visits abroad to resume previously established permanent domiciles in the United States, and all coming simply as visitors or tourists with the intention of returning to homes abroad. The totals for the years 1894 to 1905 are directly comparable with each other as they stand in the table.

Massachusetts has always been one of the leading States as the declared destination of immigrants, ranking third or fourth for over 20 years, and having been exceeded only by New York, Pennsylvania, and Illinois. During the period 1894-1904 it was exceeded only by New York and Pennsylvania.

During recent years there has been a marked change in the sources of immigration. A large part of our immigration was formerly of Teutonic and Celtic origin, but for several years the bulk of immigration has come from the countries of Eastern and Southern Europe and Western Asia. The number of such origin admitted to the United States in 1913 was 896,553,¹ or about 75 per cent of all the immigrants admitted, the corresponding percentage in 1912 having been 68 per cent. Although Massachusetts receives a smaller proportion of this immigration than the country as a whole, nevertheless, approximately 55 per cent of the immigrant aliens destined for Massachusetts during the year 1913 were from Eastern and Southern Europe and Western Asia.

The numbers of immigrant aliens admitted to the United States and to Massachusetts, together with the percentages of the number admitted who were destined for this State during the year ending June 30, 1913, are presented, by races or peoples, in Table II. The Italians (south) lead with 21,030, or 9.1 per cent of the total number of Italians (south) admitted to the United States. Second in point of numbers were the Polish, 13,627, or 7.8 per cent of the total number admitted to the United States, followed in numerical importance by: Portuguese, 9,002; Irish, 6,607; English, 6,541; Hebrew, 6,109; Greek, 5,919; and Russian, 5,266. For several years the Portuguese have shown the largest percentage destined for Massachusetts of any of the races or peoples represented in the aggregate immigration to the United States, the percentage in 1913 having been 66.4 as compared with 52.8 in 1912, 51.7 in 1911, 55.2 in 1910, and 62.9 in 1909. The percentages for the several races or peoples showing over 10 per cent destined for Massachusetts in 1913 were: Portuguese, 66.4; Armenian, 25.3; Syrian, 18.4; Irish, 17.8; African (black), 17.7; Finnish, 17.6; French, 16.1; Lithuanian, 16.1; Greek, 15.3; Scotch, 14.5; English, 11.8; and Russian, 10.2. The percentages for these several races destined for Massachusetts in most instances vary but little from the corresponding percentages for 1912, but there was a noticeable increase in the percentage of Portuguese, Syrians, and Poles admitted to the United States who were destined for Massachusetts.

¹ This number was divided as follows: Italy, 265,542; Russia (principally Southern), including Finland, 291,040; Austria, 137,245; Hungary, 117,530; Greece, 22,817; Turkey in Europe, 14,128; Turkey in Asia, 23,953; Portugal, 14,171; Spain, 6,167; Bulgaria, Servia, and Montenegro, 1,753; and Roumania, 2,155. *Report of Commissioner-General of Immigration, 1913, page 8.*

TABLE II. — *Immigrant Aliens Destined for Massachusetts and Admitted to the United States in 1913, and Averages for the Five-year Period, 1908-1912: By Races or Peoples.*

RACES OR PEOPLES.	1913			ANNUAL AVERAGES — 1908-1912		
	Number of Immigrant Aliens Destined for Massachusetts	Number of Immigrant Aliens Admitted to the United States	Percentage of Immigrant Aliens Destined for Massachusetts	Immigrant Aliens Destined for Massachusetts	Immigrant Aliens Admitted to the United States	Percentage of Immigrant Aliens Destined for Massachusetts
Italian (south),	21,080	231,613	9.1	12,663	152,787	8.3
Polish,	13,627	174,366	7.8	7,581	86,125	8.8
Portuguese,	9,002	13,566	66.4	3,867	7,189	53.8
Irish,	6,807	37,023	17.8	6,263	36,032	17.4
English,	6,541	55,522	11.8	5,962	49,704	12.0
Hebrew,	6,106	101,330	6.0	5,060	83,403	6.1
Greek,	5,919	38,644	15.3	4,578	31,358	14.6
Rumanian,	5,266	51,472	10.2	1,611	17,144	9.4
Lithuanian,	3,967	24,647	16.1	2,647	16,559	16.0
French,	3,318	30,652	10.8	3,472	17,985	19.3
Scotch,	3,090	21,293	14.5	2,579	20,798	12.4
Italian (north),	2,739	42,534	6.4	1,793	27,477	6.5
Scandinavian,	2,374	38,737	6.1	2,330	39,456	5.9
Armenian,	2,367	9,353	25.3	1,175	4,046	29.0
Finnish,	2,239	12,766	17.6	1,639	10,118	16.2
Syrian,	1,662	9,210	18.4	814	5,294	15.4
African (black),	1,173	6,634	17.7	1,061	5,476	19.4
Others,	4,624	308,541	1.5	3,345	247,644	1.4
Totals,	101,674	1,197,892	8.5	62,430	838,597	8.0

The races or peoples specified in Table II are those only which ranked highest with respect to the numbers destined for Massachusetts. There are, however, many peoples who come in great numbers to the United States, very few or practically none of whom are destined for this State. Thus in 1913 out of 80,865 Germans admitted to the United States, only 938 were destined for Massachusetts; of 42,499 Croats and Slovenians, only 57; of 30,610 Magyars, only 81; of 30,588 Ruthenians (Russniak), only 965; and of 27,234 Slovaks, only 132.

A comparison, by races, of the numbers of immigrant aliens destined for Massachusetts in 1913, with the average annual numbers so destined during the preceding five-year period, 1908-1912 (see Table II), shows that the rank of the seven leading races, namely, Italian (south), Polish, Portuguese, Irish, English, Hebrew, and Greek, was the same in 1913 as for the five-year period, except that the Portuguese ranked third in 1913 instead of seventh, as in the preceding five-year period. There was a marked increase in the number of Russians destined for Massachusetts in 1913, the number for that year having been 5,266 as compared with an annual average of 1,611 for the preceding five-year period, the per cent of increase having been 226.9. Other races or peoples showing a rate of increase exceeding 50 per cent were: Portuguese, 132.8; Syrian, 107.9; Armenian, 101.4; Polish, 79.8; Italian (south), 66.1; and Italian

(north), 52.8. For all races taken in the aggregate the rate of increase was 48.6 per cent.

TABLE III. — *Immigrant Aliens Destined for Massachusetts and Admitted to the United States in 1913, and Averages for the Five-year Period 1908-1912: By Occupations.*

OCCUPATIONS.	1913			ANNUAL AVERAGES — 1908-1912		
	Number of Immigrant Aliens Destined for Massachusetts	Number of Immigrant Aliens Admitted to the United States	Percentage of Immigrant Aliens Destined for Massachusetts	Immigrant Aliens Destined for Massachusetts	Immigrant Aliens Admitted to the United States	Percentage of Immigrant Aliens Destined for Massachusetts
<i>Professional.</i>	751	13,469	5.6	578	10,643	5.4
Teachers,	207	2,389	8.7	138	1,678	8.2
Musicians,	70	1,254	5.6	60	1,028	5.8
Clergymen,	66	1,061	6.3	56	968	5.8
Electricians,	60	941	6.4	54	662	8.2
Engineers (professional),	56	1,917	2.9	66	1,675	3.9
Other professional,	292	5,917	4.9	204	4,634	4.4
<i>Skilled.</i>	12,976	160,108	8.1	10,409	125,066	8.3
Tailors,	1,632	22,934	7.1	1,187	17,580	6.8
Shoemakers,	1,235	11,578	10.7	831	7,821	10.6
Carpenters and joiners,	1,221	15,035	8.1	922	11,661	7.9
Weavers and spinners,	1,079	3,909	27.6	1,070	3,440	31.1
Clerks and accountants,	982	14,025	7.0	815	11,246	7.2
Seamstresses,	749	8,723	8.6	373	5,019	7.4
Dressmakers,	554	6,411	8.6	485	5,947	8.2
Masons,	527	7,377	7.1	361	4,998	7.2
Textile workers (n. s.),	513	1,179	43.5	504	1,071	47.0
Mariners,	345	4,979	6.9	271	4,268	6.3
Blacksmiths,	322	5,431	5.9	299	4,014	7.4
Barbers and hairdressers,	290	3,213	9.0	218	2,620	8.3
Painters and glaziers,	277	3,888	7.1	248	3,056	8.1
Bakers,	276	4,256	6.5	225	3,318	6.8
Other skilled,	2,974	47,170	6.3	2,600	38,967	6.7
<i>Miscellaneous.</i>	64,140	787,127	8.8	39,458	438,685	8.2
Farm laborers,	26,283	320,105	8.2	12,131	191,811	6.3
Laborers,	20,093	220,992	9.1	15,142	165,375	9.2
Servants,	15,205	140,218	10.8	10,409	94,970	11.0
Farmers,	763	13,180	5.8	465	9,160	5.1
Merchants and dealers,	628	13,919	4.5	478	10,490	4.6
Other miscellaneous,	1,168	18,713	6.2	827	10,879	7.6
<i>No occupation (including women and children),</i>	23,807	297,188	8.0	17,990	240,213	7.5
Totals,	101,674	1,197,832	8.5	63,420	353,597	8.0

Table III shows, by occupations, the numbers of immigrant aliens admitted to the United States, the numbers destined for Massachusetts, with the corresponding percentages for the year 1913, and averages for the five-year period 1908-1912. The total number destined for Massachusetts classified as professional was 751 in 1913, this being 5.6 per cent of the 13,469 admitted to the United States. The percentage of aliens destined for Massachusetts and classified as engaged in professional occupations of the total number admitted to the United States was slightly larger in 1913 than for the preceding five-year period, the respective percentages being 5.6 and 5.4. Of those in professional occupations, teachers ranked first in point of numbers and likewise with respect to the percentage destined for Massachusetts.

The total number of skilled workmen destined for Massachusetts was 12,976, or 8.1 per cent of the total number of skilled workpeople admitted to the United States. The occupations showing the largest numbers of skilled workpeople destined for Massachusetts were: Tailors, 1,632; shoemakers, 1,235; carpenters and joiners, 1,221; and weavers and spinners, 1,079.

Over two-fifths (43.5 per cent) of the textile workers (not specified) entering the United States chose Massachusetts as their destination, while 27.6 per cent of the weavers and spinners, 10.7 per cent of the shoemakers, and 9.0 per cent of the barbers and hairdressers were so destined.

There were 64,140 miscellaneous unskilled workpeople who were destined for Massachusetts in 1913, or 8.8 per cent of the 727,127 admitted to the United States. Farm laborers to the number of 26,283, or 8.2 per cent of the total number admitted to the United States, ranked first; laborers, 20,093, or 9.1 per cent, ranked second; and servants, 15,205, or 10.8 per cent, ranked third. For the five-year period laborers ranked first, with an annual average of 15,142, or 9.2 per cent; farm laborers second, with an annual average of 12,131, or 6.3 per cent; and servants third, with an annual average of 10,409, or 11.0 per cent.

The total number of immigrant aliens entering this State in 1913 having no occupation (including women and children) was 23,807, or 8.0 per cent of the 297,188 admitted to the United States, while the corresponding per cent for the five-year period was 7.5.

Table IV shows, by races or peoples, for each of the several years from 1909 to 1913, the numbers of immigrant aliens destined for Massachusetts with the corresponding totals for the five-year period.

TABLE IV. — *Immigrant Aliens Destined for Massachusetts, 1909–1913: By Races or Peoples.*

RACES OR PEOPLES.	1909	1910	1911	1912	1913	1909–1913
Italian (south),	13,049	16,182	13,318	12,611	21,030	76,190
Polish,	8,151	9,551	6,152	7,988	13,627	45,469
Portuguese,	2,897	4,228	3,862	4,967	9,002	24,956
Irish,	5,839	6,579	6,899	5,866	6,007	31,590
English,	4,379	7,405	7,149	5,552	6,541	31,026
Hebrew,	3,667	4,693	5,361	5,097	6,109	24,927
Greek,	3,202	5,757	5,223	4,561	5,919	24,692
Russian,	869	1,274	1,673	2,073	2,666	11,545
Lithuanian,	2,612	3,453	2,585	2,472	3,967	15,079
French,	4,353	5,171	3,217	3,160	3,318	19,249
Scotch,	1,770	3,108	3,073	3,030	3,090	14,071
Italian (north),	1,851	2,478	1,753	1,529	2,739	10,150
Scandinavian,	1,917	3,223	2,754	1,963	2,374	12,221
Armenian,	1,069	1,803	758	1,375	2,367	7,202
Finnish,	1,910	2,549	1,473	1,209	2,239	9,380
Syrian,	441	999	857	838	1,692	4,827
African (black),	739	937	1,341	1,290	1,173	5,480
Others,	2,732	3,446	3,363	4,000	4,624	18,165
Totals,	61,197	82,606	70,811	70,171	101,674	386,519

On comparing the numbers destined for Massachusetts in each of the five years, it will be observed that for each race or people except the Irish, English, French, Scotch, Scandinavian, Finnish, and African (black), the maximum number destined for Massachusetts was in 1913. The maximum number of Irish and African (black) was in 1911, and of the English, French, Scotch, Scandinavian, and Finnish in 1910. The Italians (south), with 21,030 persons destined for Massachusetts in 1913, far out-ranked any other race or people represented in the returns for the entire period; the Poles ranked second, with a total of 13,627 in 1913, and the Portuguese third, with a total of 9,002 in 1913.

3. EMIGRANT ALIENS¹ DEPARTED FROM MASSACHUSETTS.

Data showing the number of emigrant aliens who departed from the United States and from Massachusetts in 1913, classified by races or peoples, with comparative totals and corresponding percentages for the five years 1908-1912, are presented in the following table.

TABLE V. — *Emigrant Aliens Departed from Massachusetts and from the United States in 1913, and Averages for the Years 1908-1912: By Races or Peoples.*

RACES OR PEOPLES.	1913			ANNUAL AVERAGES — 1908-1912		
	Number of Emigrant Aliens Departed from Massachusetts	Number of Emigrant Aliens Departed from the United States	Percentages of Emigrant Aliens Departed from the United States who Departed from Massachusetts	Number of Emigrant Aliens Departed from Massachusetts	Number of Emigrant Aliens Departed from the United States	Percentages of Emigrant Aliens Departed from the United States who Departed from Massachusetts
Italian (south),	5,232	79,057	6.6	4,977	83,654	5.9
Greek,	3,296	31,556	10.4	1,105	9,262	11.9
Polish,	1,931	24,107	8.0	2,103	30,522	6.9
Portuguese,	943	1,583	59.6	672	1,151	58.4
English,	678	10,794	6.3	569	7,332	7.8
Italian (north),	596	10,995	5.4	680	15,262	4.4
Lithuanian,	528	3,276	16.1	400	2,752	14.5
Turkish,	485	1,297	37.4	192	1,212	15.8
Russian,	459	10,548	4.4	303	7,299	4.2
Finnish,	380	3,053	12.4	220	2,907	7.6
African (black),	372	1,671	22.3	237	1,024	23.1
Irish,	367	4,458	8.2	332	2,872	11.6
Scotch,	240	4,118	5.8	188	2,349	8.0
Scandinavian,	223	9,291	2.4	275	7,301	3.8
French,	221	4,019	5.5	161	3,509	4.6
German,	180	11,871	1.3	182	14,306	1.3
Armenian,	146	676	21.6	158	607	26.0
Syrian,	137	797	17.2	177	1,225	14.4
Hebrew,	128	8,697	1.9	172	6,663	2.6
Others,	558	88,326	0.6	630	89,128	0.7
Totals,	17,970	306,190	5.5	12,733	296,468	4.7

¹ For definition, see Note 3 on page 3.

The total number of emigrant aliens who departed from the United States in 1913 was 308,190, of which number 17,070, or 5.5 per cent, departed from Massachusetts. The net increase in the alien population of the United States (represented by excess of immigration over emigration) during the year 1913 was 889,702, no deduction being made, however, for the number of naturalized citizens who left this country for permanent residence abroad. Corresponding data for Massachusetts show that the net gain in population (represented by immigration in excess of emigration) was 84,604.

The races showing over 1,000 emigrants from Massachusetts in 1913 were: Italian (south), 5,232; Greek, 3,296; and Polish, 1,913. There were several races (not specified in Table V) showing a large emigration from the United States, comparatively few of the emigrants having been from Massachusetts. Thus, of the 13,525 Bulgarians who departed from the United States in 1913, only 65 departed from Massachusetts; of the 11,496 Magyars, only 32; of the 10,209 Croatians and Slovenians, only 32; of the 9,851 Slovaks, only 41; of 5,327 Ruthenians (Russniak), only 26; of 3,181 Spaniards, only 41; and of 3,156 Roumanians, only 11.

TABLE VI.—*Immigrant Aliens Destined for and Emigrant Aliens Departed from Massachusetts in 1913 and Averages for 1908–1912: By Races or Peoples.*

RACES OR PEOPLES.	1913			Annual Average Number of Emigrant Aliens Departed from Massachusetts 1908–1912	Increase in Number of Immigrants over Emigrants for Five Years 1908–1912	Annual Average Increase in Number of Immigrants over Emigrants 1908–1912
	Number of Immigrant Aliens Destined for Massachusetts	Number of Emigrant Aliens Departed from Massachusetts	Increase in Number of Immigrants over Emigrants			
Italian (south),	21,080	5,232	15,798	4,977	38,423	7,685
Greek,	5,919	3,296	2,623	1,105	17,366	3,473
Polish,	13,627	1,931	11,696	2,103	27,387	5,477
Portuguese,	9,002	943	8,059	672	15,974	3,195
English,	6,541	678	5,863	569	26,916	5,383
Italian (north),	2,739	596	2,143	680	5,566	1,113
Lithuanian,	3,957	528	3,429	400	11,235	2,247
Turkish,	668	485	173	192	780	156
Russian,	5,266	459	4,807	303	6,543	1,309
Finnish,	2,239	380	1,859	220	7,093	1,419
African (black),	1,173	372	801	237	4,119	824
Irish,	6,607	367	6,240	332	29,659	5,932
Scotch,	3,090	240	2,850	188	11,952	2,390
Scandinavian,	2,374	223	2,151	275	10,273	2,055
French,	3,318	221	3,097	161	16,556	3,311
German,	938	150	788	182	3,644	729
Armenian,	2,367	146	2,221	158	5,085	1,017
Syrian,	1,692	137	1,555	177	3,670	734
Hebrew,	6,109	128	5,981	172	24,441	4,888
Others,	3,028	558	2,470	630	6,794	1,359
Totals,	121,674	17,070	84,604	12,723	273,430	54,696

The net increase or decrease in 1913 in the alien population of Massachusetts (represented by the excess of immigration over emigration) is shown, by races or peoples, in Table VI. The largest net gains were: Italian (south), 15,798; Polish, 11,696; Portuguese, 8,059; Irish, 6,240; Hebrew, 5,981; English, 5,863; and Russian, 4,807. In the case of the Chinese the number destined for Massachusetts in 1913 was 45, while the number departing was 79, making a net decrease for the year of 34.

The numbers of emigrant aliens who departed from this State and from the United States in 1913 and the average annual numbers for the five-year period 1908-1912 are given, by occupations, in Table VII.

TABLE VII. — *Emigrant Aliens Departed from Massachusetts and from the United States in 1913, and Averages for the Years 1908-1912: By Races or Peoples.*

OCCUPATIONS.	1913			ANNUAL AVERAGES — 1908-1912		
	Number of Emigrant Aliens Departed from Massachusetts	Number of Emigrant Aliens Departed from the United States	Percentages of Emigrant Aliens Departed from the United States who Departed from Massachusetts	Number of Emigrant Aliens Departed from Massachusetts	Number of Emigrant Aliens Departed from the United States	Percentages of Emigrant Aliens Departed from the United States who Departed from Massachusetts
<i>Professional.</i>	165	2,985	5.6	117	2,649	4.4
Teachers,	34	484	7.0	32	402	8.0
Clergymen,	26	335	7.8	11	259	4.2
Engineers (professional),	25	408	6.1	12	340	3.5
Actors,	23	333	6.9	6	194	3.1
Others,	57	1,365	4.2	56	1,454	3.9
<i>Skilled.</i>	1,976	31,583	6.3	1,481	30,133	4.9
Textile workers (n. s.),	447	711	62.9	268	475	56.4
Shoemakers,	239	606	39.4	112	908	12.3
Weavers and spinners,	174	457	38.1	143	371	38.5
Barbers and hairdressers,	126	537	23.5	51	617	8.3
Clerks and accountants,	101	1,804	5.6	76	1,697	4.5
Tailors,	98	1,850	5.3	81	2,262	3.6
Masons,	85	616	13.8	44	766	5.7
Carpenters and joiners,	85	1,529	5.6	62	1,960	4.7
Mariners,	50	696	7.2	37	623	5.9
Stonecutters,	47	254	18.5	21	222	9.5
Bakers,	46	475	9.7	36	568	6.3
Machinists,	44	817	5.4	59	686	8.6
Dressmakers,	38	482	7.9	33	500	6.6
Seamstresses,	34	217	15.7	42	224	18.8
Blacksmiths,	33	292	11.3	27	460	5.9
Painters and glaziers,	30	366	8.2	22	407	5.4
Others,	299	19,854	1.5	337	17,387	1.9
<i>Miscellaneous.</i>	12,708	228,306	5.6	9,742	203,358	4.8
Laborers,	10,896	191,604	5.7	8,410	174,246	4.8
Servants,	937	16,220	5.8	722	10,352	7.0
Merchants and dealers,	239	5,979	4.0	185	4,886	3.8
Fishermen,	124	261	47.5	26	151	17.2
Farm laborers,	103	3,948	2.6	71	4,452	1.6
Farmers,	86	6,120	1.4	108	6,013	1.8
Others,	323	4,174	7.7	220	3,258	6.8
<i>No occupation (including women and children),</i>	2,221	45,396	4.9	2,393	59,914	6.0
<i>Unknown,</i>	-	-	-	-	14,394	-
Totals,	17,970	306,190	5.5	13,733	296,448	4.7

The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

LABOR BULLETIN No. 100

(Being Part IV of the Annual Report on the Statistics of Labor for 1914)

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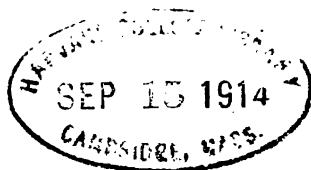
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INTRODUCTION.

This bibliography, prepared by Miss Etta F. Philbrook, Librarian of the Bureau, is a list of important titles, either books or in periodicals, which appeared in the calendar year 1913 on the subject of labor in its broad aspect, and is divided into the following 29 sections:

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1. CHILD LABOR.

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The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

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INDUSTRIAL HOME WORK

IN

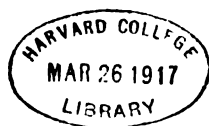
MASSACHUSETTS

**THE RESULTS OF AN INQUIRY MADE IN CO-OPERATION WITH
THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION
DEPARTMENT OF RESEARCH**



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INDUSTRIAL HOME WORK IN MASSACHUSETTS.

INTRODUCTORY.

PURPOSE AND RESULTS OF THE INQUIRY.

The inquiry, the results of which are set forth in this report, was undertaken for the purpose of obtaining information relative to the extent of "home work," so-called, in Massachusetts, the industries in which it exists, its influence upon factory work and wages, the type of family engaged in it, the motive for engaging in it, the nature of the income received — whether supplementary or otherwise — and its effect upon family life. The subject was approached, furthermore, with the object in view of ascertaining facts and conditions in their relation to:

(a) *The workers*: The number of persons engaged in home work in Massachusetts by sex, age, and nationality; the processes upon which they are engaged; the character of the work and working conditions; the wages received.

(b) *The industries* employing home workers: The number of establishments in each industry; the ratio of the number of home workers to factory workers; the ratio of the amounts paid in wages in the two groups; the determination, as far as possible, of the extent to which home work is increasing or decreasing; whether manufacturers regard it as necessary to the industry; and how far it is, in fact, an efficient method of production.

(c) *The public*: Whether conditions exist which endanger public health or throw upon society the burden of parasitic industries.

While the report may not in all respects answer these questions categorically or as completely as might be desired, it is, nevertheless, believed that the results as presented constitute a fairly comprehensive and accurate picture of this phase of industrial life in Massachusetts and may be useful as a basis for further consideration of this important subject. Information was obtained from 831 employers, of whom 675 were interviewed by agents of the Bureau. Of this number, 284 were found to be giving out home work. The agents also interviewed 53 contractors or distributors, and 2,409 home workers. Complete information relative to home

work was obtained from 134 establishments. The number of individual home workers connected with these 134 establishments is estimated at 20,075 — this estimate being based upon the number of names appearing on the manufacturers' pay-rolls, which often represent groups of workers, and the number of workers discovered actually at work.

The principal outstanding facts seen as the results of this inquiry are as follows:

1. *A low average of wages generally prevails for home work*, 59.5 per cent of those who received payments for nine months or longer during the year being found to earn less than \$100 for the year; 78.5 per cent being found to earn less than \$150; and only 4.1 per cent being found to earn \$300 or over, while 50 per cent of those reporting their hourly earnings earned less than eight cents an hour and 22.5 per cent earned less than five cents an hour. The statistics indicate, however, that home work in Massachusetts does not represent the sole or principal means of support in the overwhelming majority of cases, only 36 out of 1,450 families of home workers covered by the investigation being found to be wholly dependent on home work, while 56.1 per cent of the 1,131 families reporting income received not less than \$750 during the year aside from home-work earnings; and 80 per cent received \$500 or more annually from outside sources. Moreover, the total income from all sources of families doing home work is not abnormally low, the hours are not excessively long, and the sanitary conditions surrounding the work are, on the whole, satisfactory. In these respects the condition of home workers in Massachusetts, as disclosed by this inquiry, appears to be appreciably different from that shown by investigations elsewhere, — for example, in New York and in England where there were found considerable numbers of women totally dependent on home work, toiling for excessively long hours at extremely low wages, and, consequently, in a state of economic exploitation properly designated as "sweated labor."

2. *There is little competition between factory and home workers*, so that the effect upon factory work is slight. In the 134 establishments investigated from which complete data were obtained, the home workers constituted 57.8 per cent of the labor force and received only eight per cent of the wages during year under investigation. In connection with the low pay and large number of home workers, the fact should be emphasized that home workers are not employed, as a rule, for full time, working generally only for a few hours each day. This fact accounts for the discrepancy between the large number of workers and the small amount of wages. The following table shows, for the industries covered by the

inquiry, the relation between the factory workers and the home workers with respect to numbers and wages.

TABLE 1. — *Relation of Factory to Home Workers and Wages.*

INDUSTRIES.	PERCENTAGES OF FACTORY —		PERCENTAGES OF HOME —	
	Workers	Wages	Workers	Wages
All Industries.	43.2	92.0	57.8	8.0
Wearing apparel,	57.5	90.0	42.5	10.0
Paper goods,	38.9	94.9	66.1	5.1
Jewelry and silverware,	25.1	91.3	74.9	8.7
Sporting goods,	11.9	60.9	88.1	30.1
Celluloid goods,	81.5	98.5	18.5	1.5
Other industries,	70.2	96.9	29.8	3.1

3. *Employment in home work is shown to be very irregular*, the majority of the home workers being without such employment for considerable periods during the year. Less than one-half of the workers interviewed were occupied on home work for nine months or more of the year.

4. *A conspicuous evil found was that of child labor*, approximately one-fifth of the home workers whose ages were reported being under 14 years of age, while 11 per cent were between the ages of 35 and 40 and eight per cent were over 60. But the employment of children under 14 in any contract or wage-earning industry carried on in a tenement or other house is now prohibited by Chapter 831 of the Acts of 1913, which, it should be borne in mind, did not take effect until after the field work on this investigation had been completed.

5. *Married women formed nearly three-fifths of the total number of home workers 16 years of age and over.* — Eighty-one per cent of these women home workers had an adult male wage-earner in the family. Sixty-five per cent of the home workers 16 years of age and over were married, 21 per cent were single, and 14 per cent were widowed, separated, divorced, or deserted.

6. *Living conditions in the homes visited were found to be generally good*, although numerous instances of over-crowding were discovered.

7. *Home work is not confined to the congested tenement districts*, less than one-fourth of the workers whose environment was investigated being found in Boston, 7.4 per cent being found in communities ranging from 20,000 to 50,000 in population, and about 50 per cent in communities ranging between 6,000 and 20,000.

So far as it may be determined from the facts shown, home work in Massachusetts is an extremely low-paid form of occupation, involving

frequent and prolonged periods of non-employment, and conspicuous on account of the young children of school age who have, hitherto at least, shared in this employment. It is to be remembered, however, that this form of labor is now prohibited for children under 14 and that the majority of home workers are married women, supported by husbands or sons with fairly adequate wages, and spending only a few hours each day in the attempt to add to the family income; that is, home work is seldom an absolute necessity for the persons who undertake it and even more rarely is it a sole source of income. But it is doubtful whether the mere fact that home work in Massachusetts appears, from the evidence of this inquiry, not to have been characterized thus far by such pronounced evils as have attended it elsewhere should be accepted as sufficient reason for the maintenance by the State of a *laissez faire* attitude toward it.

The present law provides for the licensing and inspection only of home work in the making, altering, repairing, and finishing of wearing apparel, but the State Board of Labor and Industries gives as its opinion that the law should include within its scope "all articles made, altered, repaired, finished, ornamented, or adapted for sale," and it has recommended legislation to this effect. "The thinking public," says the Board in its first annual report, "may well demand that the same laws relating to sanitation, ventilation, toilet facilities, child labor laws, light, cleanliness, etc., which govern the factory, shall be applied as well to the premises where the factory product is being worked upon. It may also be demanded that no article intended for sale shall be made in the home under less advantageous conditions than in the factory where it is protected and controlled by law. . . . If there is violation of the child labor law, . . . he [the manufacturer] cannot be prosecuted for the same. Further, Chapter 758, Acts of 1913, provides that: 'If any child or woman shall be employed in more than one such place, the total number of hours of such employment shall not exceed fifty-four hours in one week.' It is a common practice in some industries for girls to take home from the factory where they are employed work to be done at night after the day's task is ended. Thus they continue the employment of the day with no relaxation such as might come from a change of work. This is but another evidence of the different standards applied by the labor laws to work done in a factory and the manufacture of the same product in the home."

SCOPE AND METHOD OF THE INQUIRY.

The field of inquiry embraced factory and workshop industries throughout the State. But, from a preliminary survey of the field before the actual collection of specific data was begun, it became evident that home work was being carried on in such a large number of industries and was so widely distributed throughout the Commonwealth that the real extent of the system could only be determined by a complete census of factory and workshop establishments and of the general population, which was not, of course, feasible. Consequently, as intensive a study as possible was made of all those industries in which it was evident that a great amount of home work was being done. These were: Wearing Apparel, Jewelry and Silverware, Paper Goods, Sporting Goods, and Celluloid Goods. Inquiry was also made into a number of less important industries which employed a smaller number of home workers. In this way a fairly comprehensive survey was obtained of the situation in regard to home work in Massachusetts.

From the manufacturers and contractors were returned data as to pay, number, and names and addresses of home workers, methods of giving out work, and seasons; from the home workers, data as to nativity, sex, age, marital condition, kinds of work, pay, training, experience, other occupations and school attendance, time idle, income, rent, living and working conditions, and the number of dependents. For the most part this information was very courteously given by both manufacturers and home workers.¹ Circular letters and schedules of inquiry were mailed to 707 manufacturers from whom 607 replies were received; 41 schedules were mailed to contractors, and 14 replies were received; and 15 letters of inquiry were sent to local unions of cigarmakers, all of which sent replies. In but 10 cases where home work was reported given out by manufacturers the five principal industries, personal visits were made by agents. There were, however, in several minor industries, a number of manufacturers reporting home work whom it was impossible to visit with the field force available. The methods by which information was secured are indicated in the following table:

Usually any initial reluctance on the part of the former to show pay-rolls ended in the fullest co-operation. In one case, this extended to turning over material from a study of living conditions and school attendance in town made for an employer by a paid investigator. There were only four instances in which employers of home workers absolutely refused to furnish data as to pay-rolls and names and addresses of home workers. This information was sought prior to the passage of chapter 330 of the Acts of 1913 providing that: "Every employer of women and minors shall keep a register of the names, addresses, and occupations of all women and minors employed by him and shall, on request of the . . . director of the bureau of statistics, permit the . . . director of the bureau of statistics, or any duly accredited agent of said bureau, to inspect the said register and to examine parts of the books and records of employers as relate to the wages paid to women and minors."

TABLE 2. — *Methods by which Information as to Home Work was Secured.*

INDUSTRIES.	NUMBER OF ESTABLISHMENTS FROM WHICH INFORMATION WAS SECURED			Number of Establishments Giving Out Home Work
	By Personal Interview	By Mail Inquiry only	Totals	
All Industries.	675	156	831	284
Wearing apparel,	361	73	434	154
Paper goods,	46	—	46	7
Jewelry and silverware,	197	55	252	70
Sporting goods,	9	8	17	8
Celluloid goods,	20	20	40	15
Other industries,	42	—	42	30

The relation of the number of establishments from which information was secured to the whole number in the State was different in the case of each of the five industries. Reports were secured from every jewelry and silverware manufacturer listed in the Directory of Manufactures of the Bureau of Statistics. The same is true with regard to Sporting Goods, with one exception, and of Celluloid Goods, with four exceptions. In Paper Goods no report was obtained from 89 of the paper box concerns on the Bureau's lists. Wearing apparel manufacturers are classified under various headings by the Bureau¹ and about two-thirds of all these were heard from with the exception of manufacturers of hats and shoes, in which cases the proportion was much smaller.

In order to obtain reliable information as to the extent of the employment and earnings, a study was made of the pay-rolls for an entire year in all the establishments — a process involving a considerable amount of work. It should be pointed out here that the word "year" as used in the report means the year preceding the date of the interview or the date on which pay-rolls were obtained from the manufacturers. An examination of the pay-rolls for a year disclosed the fact that only a small proportion of the total number of home workers continued to appear on the pay-rolls throughout the year. The data in regard to annual earnings, it should be observed, must be used with caution inasmuch as they relate to persons who have not worked during an entire year. In nearly every instance where data relative to annual earnings are presented, the earnings of workers appearing on the pay-rolls for nine months or more are shown separately. Figures for this class represent the earnings of the steadiest workers and, therefore, the maximum possible earnings rather than the average normal earnings.

An effort was made to visit at least 20 per cent of the home workers

¹ This classification is the same as that used by the United States Bureau of the Census.

whose names appeared on the manufacturers' pay-rolls. In many instances considerably more than 20 per cent were visited, but in other cases inaccurate addresses or the absence of any addresses, foreign names, and the limited field force available for overcoming such difficulties made it impossible for the investigators to visit, in the time allotted for field work, as large a number as was originally planned. It should be said here that the term "family," as used with reference to home workers in this report, includes individual home workers and groups of home workers, although, in a few cases, it was found that the home workers included in such groups were neither related nor living in the same dwelling place, but were simply engaged in the same work and were represented on the manufacturer's pay-roll as one home worker. The localities and the number of manufacturers, contractors, and home workers visited by the investigators and included in the tabulations are shown in tables 3 and 4.

TABLE 3. — *Manufacturers, Contractors, and Home Workers Investigated in Municipalities of Specified Population.*

MUNICIPALITIES CLASSIFIED BY POPULATION.	Number of Manufacturers	Number of Contractors	Number of Home Workers	MUNICIPALITIES CLASSIFIED BY POPULATION.	Number of Manufacturers	Number of Contractors	Number of Home Workers
All Municipalities.	675	53	2,699	MELROSE,	—	—	25
200,000 and over.	375	13	543	NEWBURYPORT,	9	—	6
BOSTON,	375	11	543	NORTHAMPTON,	8	—	105
Providence, R. I.,	—	2	—	Westfield,	8	—	17
100,000 and less than 200,000.	16	2	156	WOBURN,	—	1	37
CAMBRIDGE,	2	2	48	6,000 and less than 12,000.	49	5	134
WORCESTER,	14	—	110	Arlington,	—	—	2
50,000 and less than 100,000.	45	1	192	Dedham,	1	—	—
BROCKTON,	—	1	—	Easthampton,	2	—	—
HOLYOKE,	10	—	—	Milton,	—	1	—
LYNN,	5	—	40	Natick,	1	—	3
SOMERVILLE,	3	—	48	North Attleborough,	32	2	48
SPRINGFIELD,	27	—	104	Norwood,	—	1	—
20,000 and less than 50,000.	25	7	179	Saugus,	—	—	4
BROOKLINE,	—	1	—	Stoneham,	2	1	22
CHELSEA,	—	—	5	Wakefield,	10	—	41
CHICOPEE,	5	—	5	West Springfield,	1	—	14
EVERETT,	1	—	15	Less than 6,000. ¹	22	8	135
HAVERSHILL,	12	—	90	Ashland,	—	1	—
MALDEN,	4	2	47	East Longmeadow,	—	—	2
MEDFORD,	1	1	14	Falmouth,	—	1	8
NEWTON,	1	—	—	Foxborough,	1	—	11
QUINCY,	—	1	—	Hopkinton,	—	1	—
SALAM,	1	1	2	Needham,	11	—	26
TAUNTON,	—	1	—	North Brookfield,	2	—	10
12,000 and less than 20,000.	143	17	1,068	Norton,	2	2	56
Attleborough,	96	13	130	Pelham,	1	—	—
Framingham,	2	1	596	Plainville,	3	—	7
Leominster,	22	2	153	Reading,	—	3	4
				Sandwich,	1	—	11
				South Hadley,	1	—	—

¹ Sixteen home workers were interviewed at Seabrook, N. H., and 20 at Providence, R. I., none of whom are included in the tabulation of this report.

TABLE 4. — *Distribution of Home Workers in Municipalities of Specified Population: By Industries.*

INDUSTRIES.	Number of Home Workers Interviewed	NUMBER OF HOME WORKERS INTERVIEWED LIVING IN MUNICIPALITIES HAVING POPULATION OF —						
		Less than 6,000	6,000 and less than 12,000	12,000 and less than 20,000	20,000 and less than 50,000	50,000 and less than 100,000	100,000 and less than 200,000	200,000 and over
All Industries.	2,409	135	134	1,068	179	192	158	543
Wearing apparel, . . .	796	51	19	100	170	100	123	233
Paper goods, . . .	912	19	—	607	7	—	—	270
Jewelry and silverware, . .	273	63	48	128	—	—	34	—
Sporting goods, . . .	173	2	65	15	1	84	—	6
Celluloid goods, . . .	96	—	—	96	—	—	—	—
Other industries, . . .	159	—	2	122	1	8	1	25

This investigation was made under the general authority of the statute prescribing the duties of the Bureau of Statistics.¹ The desirability of undertaking such an inquiry became apparent during a study, by the Department of Research of the Women's Educational and Industrial Union about three years ago, of the manufacture of underwear in Boston which brought out the fact that several firms in this industry were giving out large quantities of home work, and the conviction grew that this kind of work was widespread and rapidly increasing. Hearings before the New York State Factory Investigating Commission had, moreover, brought out a large amount of evidence as to the evils of home work in New York City and it was deemed to be a matter of public interest to determine to what degree the situation in this State resembled that in New York. It was not possible, however, for a private agency to prosecute, satisfactorily, an inquiry covering such an extensive field. The Director of the Bureau of Statistics accordingly decided to take up the matter, an arrangement being made whereby the Bureau secured as field agents for nine months without cost to the Commonwealth the services of three research fellows (Mrs. Margaret Hutton Abels, Miss Margaret S. Dismorr, and Miss Caroline E. Wilson) of the Union,² with Dr. Amy Hewes, professor of economics at Mt. Holyoke College and Secretary of the Massachusetts Minimum Wage Commission, in immediate charge of the inquiry, the scope and general organization of which was entrusted to her. Miss Alzada P. Comstock was specially employed to assist in the preparation of the

¹ Acts, 1909, c. 371.

² The Women's Educational and Industrial Union offers three Fellowships at \$500 a year, with travelling, equipment and other expenses involved, to approved college or university graduates who are desirous of preparing for social and economic work. The work conducted by the Department of Research may be accepted as partial fulfillment for an advanced degree at Radcliffe, Wellesley, Simmons, Tufts and Massachusetts Institute of Technology, which also, with the exception of Radcliffe, offer free tuition to the students holding one of the Fellowships.

analysis and the tables and in making digests and translations of the reports of analogous investigations in foreign countries. The field work was further supervised by Mr. Frank S. Drown, Chief Statistician of the Labor Division of the Bureau of Statistics, who, with the assistance of Miss Annie L. Flynn, prepared the tables.

An aggregate of about 80 weeks' work was spent in the field and in work upon the schedules (exclusive of the preparation of the report) by the three research fellows of the Women's Educational and Industrial Union, and additional assistance in field work, amounting to about 14 weeks, was rendered by other workers who were furnished by the Union and the North Bennett Street Industrial School, and by one of the regular special agents of this Bureau. The distribution of the total field work among the several industries was approximately as follows:

Wearing apparel,	52	weeks' work
Jewelry,	15	weeks' work
Paper goods,	8½	weeks' work
Sporting goods,	6	weeks' work
Celluloid goods,	2½	weeks' work
Suspenders, garters, and elastic woven goods,	2	weeks' work
Other industries,	8	weeks' work
<hr/>		
Total,	94	weeks' work

The text of the report is supplemented by four appendices: (A). Special reports on home work made by other governmental or private agencies; (B). Extracts from reports of inspectors of home work; (C). A select bibliography; and (D). Specimen schedules used in the inquiry. The bibliography, involving a considerable amount of research and familiarity with foreign languages, was prepared by Miss Etta F. Philbrook, librarian and translator of the Bureau of Statistics, and will be found, it is hoped, of practical value to those interested in the subject.

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I.

THE PROBLEM OF HOME WORK.

BY AMY HEWES.

1. EXTENT OF HOME WORK IN INDUSTRY.

The reorganization of industry, consequent upon the introduction of the factory system, has not resulted in freeing the home from manufacture. It is true that practically all articles formerly produced there are now factory made, but many of them are sent back into dwelling houses and tenements for one or more processes in the course of their production.

This fact has been a matter of public attention in connection with the manufacture of clothing where home work has been subjected to some slight regulation, chiefly in the interest of the consumer, but hitherto we have been very generally unaware of the number of home-made goods in common use, or of the number of homes or of workers involved. Not only are goods sent out from the factories for hand-work, but in some cases power-machines have been installed in the homes for use upon factory products. There is little exact information as to the extent to which the home has thus become a part of our present industrial organization and no State has, up to this time, made any attempt to find out how much of its manufacture is done by home work.¹ Even the United States Bureau of the Census has never made any study of outside work.

Home work, as the term is used in this report, is *the manufacture or preparation within the home of goods intended for sale, in which the work supplements the factory process.*² The statutory equivalent of "home" in connection with such manufacture, "any room or apartment in a tenement or dwelling house," is given in the sections of the laws of Massachusetts which are concerned with the conditions and licensing of the manufacture of clothing.³

¹ In October and November, 1912, the New York State Factory Investigating Commission made an inquiry into the matter of home work. This study covered 193 factories, of which number 147 were found to employ home workers. These 147 factories employed 3,113 home workers, of which number data were obtained for 442. The report states that the results obtained from the few industries and factories studied indicate the extent of the problem and the immense number of workers it includes, it being estimated on the basis of the factories investigated that there were 51,500 outworkers in the hand-embroidery trade alone and that the total number of home workers in New York City must run into the hundred thousands.

² Macaroni, candy, and other food-stuffs which are manufactured in tenements or dwelling houses and sold directly to the consumer in small retail shops on the premises were excluded from the study, on the ground that the proprietors of such shops are, strictly speaking, independent producers. Cigars, made by independent manufacturers under similar conditions, but under the supervision of the Cigar Makers Union, were also excluded. See page 20, post. Laundry work done for private families or others was not included in this inquiry.

³ Acts, 1909, c. 514, §§ 106-111.

It was evident from the beginning of the study that the practice of giving out home work was carried on in connection with a greater variety of articles than the public is probably aware of. Home work on clothing, artificial flowers, and feathers has been a matter of common knowledge to students of industrial problems for many years; but it is not generally realized that not only almost every variety of wearing apparel, including hosiery, hats, and shoes, are material for the home worker, but that jewelry, silk, tennis balls, paper goods, tooth brushes, and many other articles of as varying character and uses, are daily given out to home workers from industrial establishments in all parts of the State. In fact, a very large number of articles in daily personal use have passed through the hands of the home workers. The following list of the industries which were found to be partly carried on in the home, with the articles and materials upon which home work is done, shows the classification used in this report:

WEARING APPAREL:

Clothing:

Men's coats, pants, and blouses.

Men's shirts and pajamas.

Women's and children's machine-made clothing:

House dresses, aprons, rompers, and sleeping suits.

Women's and children's clothing (hand-work):

Waists, nightgowns, corset covers, combination suits, children's dresses, skirts, and wrappers.

Neckwear, Dress Trimmings, etc.:

Bows, flowers, jabots, four-in-hand neckties, plain and fancy buttons, regalia, and dress fringe.

Shoes and Shoe Trimmings:

High and low shoes, satin slippers, beaded slippers, hand-crocheted and machine-knit worsted shoes, pump bows, buckles and rosettes for slippers, baby shoes, bootees, and moccasins.

Hosiery and Machine-knit Goods:

Automobile coats, sweaters, skating caps, children's caps and bonnets, infants' leggings, bands, and jackets, women's and children's shirts and union suits, mittens, corsage sachets, women's silk hose and men's half hose.

Suspenders, Garters, and Elastic Woven Goods.

Other Wearing Apparel:

Hand-knit automobile hoods, caps, mufflers, and baby jackets; straw hat braid; kid and canvas gloves.

JEWELRY AND SILVERWARE:

Mesh bags, chains, enameled pins and brooches, charms, fobs, display bows and rolls, and miscellaneous articles.

PAPER GOODS:

Tags, frills, skewers, boxes, flags, post cards, candle and electric light shades, paper plates, jewelry mats, jewelry display cards, paper napkins, paper doll outfits, inserts for sample books, flowers, rosettes, national fans, caps, bells, favors, and sealing wax.

CELLULOID GOODS:

Fans, chains, bandeaux, woven baskets, napkin rings, boxes, cards for hair-pins, nests for hair-pins, and miscellaneous articles.

SPORTING GOODS:

Base balls, fishing rods, tennis balls, squash balls, and running pants.

OTHER INDUSTRIES:

Brushes (including tooth brushes).

Silk Goods:

Darning silk, raw silk waste, dyed spun silk, silk culture cabinets, and embroidery silk.

Miscellaneous:

Whips.

Curtains, bed-spreads, and dresser covers.

Toys and games.

Human hair.

Art goods, medallions, centerpieces, doilies, towels, table linen, bed linen, and handkerchiefs.

Coat hangers.

Laundry tags.

Deodorizers.

Circulars and envelopes.

The first five industries in the list — Wearing Apparel, Jewelry and Silverware, Paper Goods, Celluloid Goods, and Sporting Goods — were elected for special study because they employ the great majority of home workers in Massachusetts. A certain amount of information regarding some work on the remaining articles was also collected, and appears under "Other Industries" in the tables and text analysis.

Some measure of the importance of home work in the various industries is afforded by a comparison of the numbers employed in the factory with those at home and of the amounts annually paid in wages to each. Many difficulties, however, stand in the way of forming a reliable estimate of the number of home workers even in connection with a single establishment. Pay-roll designations indicate only the person in whose name the work is taken out, and the number among whom it is distributed at home is unknown at the factory; or a single person may work for a number of contractors and his name may consequently appear on several pay-rolls. A large number of employers keep no permanent record of home workers. Others keep names on their lists long after the persons have ceased taking work. Few manufacturers claimed to be able to state accurately the number employed. On the other hand, it must be borne

in mind that home workers seldom devote as much time to their parts of the processes as do the factory workers to theirs, so that while our estimates¹ show that the home workers composed 57.8 per cent of the total number of persons employed by the 134 manufacturers at the time interviewed, the actual amount of labor expended by these home workers was undoubtedly but a small fraction of the total labor expended by all the inside and outside workers. The limited time available for field work in this study did not permit any investigation of the actual number of

TABLE 5. — *Relation of Home Work to Factory Work in 134*

	INDUSTRIES.	Number of Establishments	Number of Workers Employed	Total Labor Cost
1	All Industries.	134	34,702	\$8,332,341
2	<i>Wearing Apparel.</i>	<i>57</i>	<i>11,157</i>	<i>\$3,539,176</i>
3	Clothing, men's — coats and pants,	8	240	91,384
4	Clothing, men's — shirts and pajamas,	4	1,526	567,343
5	Clothing, women's and children's — machine-made,	2	128	5,480
6	Clothing, women's and children's — hand-work,	2	974	122,241
7	Neckwear, dress-trimmings, and buttons,	9	644	184,545
8	Shoes and shoe trimmings,*	9	3,273	1,244,433
9	Hosiery and machine-knit goods,	14	3,400	968,945
10	Suspenders, garters, and elastic woven goods,	6	692	192,490
11	Other wearing apparel,	3	251	142,618
12.	<i>Jewelry and Silverware.*</i>	<i>41</i>	<i>12,948</i>	<i>\$2,806,890</i>
13	Mesh bags,	10	9,838	662,791
14	Chains,	18	1,659	923,393
15	Painting on enamel,	3	224	129,597
16	Miscellaneous processes,	10	1,227	490,140
17	<i>Paper Goods.</i>	<i>3</i>	<i>5,557</i>	<i>1,134,996</i>
18	<i>Celluloid Goods.</i>	<i>13</i>	<i>1,801</i>	<i>451,183</i>
19	<i>Sporting Goods.</i>	<i>3</i>	<i>1,015</i>	<i>28,171</i>
20	<i>Other Industries.</i>	<i>17</i>	<i>2,844</i>	<i>927,621</i>

¹ The number of home workers in each industry was estimated on the basis of the findings of the investigators. As is noted in the text, single names on the manufacturers' pay-rolls often represent groups of workers. In estimating the total number of home workers for the 134 establishments, the ratio of the number of names selected from the pay-rolls to the number of workers discovered actually at work was determined, and the assumption made that the total number of names on the pay-rolls represents a larger group of workers in the same proportion as the names of the workers who were actually visited in the course of the investigation represent a larger number of workers. Thus "X", representing the estimated number of home workers, the formula used was: X : total number of workers on pay-roll :: number of workers discovered actually at work : number of interviews. Thus, if a manufacturer had 50 home workers on his pay-roll at the time of interview by the agent of this Bureau and it was found upon personal interviews with 20 of these home workers that there were actually 40 persons working on the processes, it was estimated that the 30 home workers on the pay-rolls who were not interviewed represented

hours spent on the processes by home workers. As practically none of the home workers kept records of actual time spent on home work, it would have obviously involved considerable effort to have induced them to keep such records for use in the present study.

For these reasons, Table 5 gives only a *qualified* estimate — and it should be read with this understanding — of the proportion of home workers to factory workers, placing the number of the former at 20,075 for the 134 establishments.

Establishments in Massachusetts Employing Home Workers.

Factory —				Home —				
WORKERS		WAGES		WORKERS		WAGES		
Number	Percentages of all Workers	Amount paid Annually	Percentages of Total Labor Cost	Estimated Number ¹	Percentages of all Workers	Amount paid Annually	Percentages of Total Labor Cost	
14,327	42.2	\$7,006,921	92.0	20,075	57.8	\$905,420	8.0	1
6,408	57.5	3,186,187	90.0	4,735	48.5	353,891	10.0	2
155	64.6	82,557	90.3	85	35.4	8,827	9.7	3
1,414	92.7	555,918	98.0	112	7.3	11,424	2.0	4
-	-	-	-	128	100.0	5,480	100.0	5
211	21.7	77,542	63.4	763	78.3	44,699	36.6	6
432	67.1	167,828	90.9	212	32.9	16,717	9.1	7
1,668	51.0	1,063,436	85.5	1,605	49.0	180,997	14.5	8
1,835	53.8	915,585	92.6	1,574	46.2	73,360	7.4	9
469	67.8	186,404	96.8	223	32.2	6,086	3.2	10
218	86.9	136,917	96.0	33	13.1	5,701	4.0	11
3,246	25.1	2,015,084	91.3	9,708	74.9	190,866	8.7	12
813	8.3	516,512	77.9	9,025	91.7	146,279	22.1	13
1,344	81.0	896,872	97.1	315	19.0	26,490	2.9	14
199	88.8	128,734	99.4	25	11.2	813	0.6	15
890	72.5	472,866	96.5	337	27.5	17,274	3.5	16
1,382	53.9	1,076,841	94.9	3,875	68.1	58,357	5.1	17
979	81.5	484,598	98.5	223	18.5	6,591	1.5	18
121	11.9	65,148	69.9	884	88.1	28,023	30.1	19
1,997	70.2	899,319	96.9	847	29.8	23,302	3.1	20

same proportion of actual home workers as the 20 who were interviewed, and that the manufacturer instead employing 50 home workers, as shown by his pay-rolls, actually had working for him 100 home workers. The amount paid in wages to home workers is the sum of the home-work pay-roll entries for the year. Since number of workers is shifting and many workers have employment for only a few weeks or months, the number of persons whose names appear on the pay-rolls in the course of a year must obviously be much larger than number found at any given time, or at the time of the investigator's visit. Consequently, the sum shown as amount paid in wages is presumably distributed among a much larger number of workers than the table indicates.

A number of the home workers for three boot and shoe manufacturers live in New Hampshire. Numbers of home workers given for Jewelry and Silverware are total numbers on pay-rolls for the year and manufacturers' estimates for busy season and include home workers living in Rhode Island and Connecticut.

The table affords a comparison between the relative numbers of home workers and factory workers, and the relative amounts paid in wages to each. In all, the factory workers thus appear to constitute 42.2 per cent of the total number of workers employed and receive 92.0 per cent of the total amount paid in wages. The difference in proportion is particularly conspicuous in Jewelry, Paper Goods, and Celluloid Goods. In the celluloid goods factories which gave out home work, the inside workers received all but 1.5 per cent of the wages, and the two manufacturers of women's and children's machine-made clothing who gave out home work did not employ any inside workers. The table indicates, in condensed form, two of the significant findings of the investigation, — the large number of home workers employed and the extremely small earnings of these outside workers. The disproportion is, of course, explained by the fact that employment in home work is occasional and irregular. Accordingly, we find a *large number* of home workers employed for *part time* instead of a *normal number* for *full time*, as in factory work.

Although this study was confined to Massachusetts, it became apparent that state boundaries do not always determine the field from which the supply of home workers is drawn. For example, agents of Massachusetts jewelry manufacturers employ home workers in considerable numbers in Rhode Island and Connecticut as well as in Massachusetts, and concerns of various kinds from all over the United States constantly advertise for home workers in the Boston newspapers. A large number of these offer work upon a basis different from that of the work with which this report deals. Their usual plan requires that the home worker become also sales agent for the finished product. Materials are to be sent by mail for the home operation after a deposit of money has been made. Large earnings are promised. The terms are not such as to inspire confidence in the sophisticated reader, but the amount of advertising would indicate that they are probably accepted by many persons.¹

2. LOCATION OF HOME-WORK INDUSTRIES.

Contrary to the popular impression, home work is not confined to the great cities and their congested tenement districts. Less than one-fourth of the workers included in the investigation live in Boston, — the only city in Massachusetts with more than 150,000 inhabitants, — and less than 15 per cent live in the seven cities with populations of between 50,000 and 200,000, while nearly one-half of the workers live in places of between

¹ At a public hearing in New York City before the New York State Factory Investigating Commission, in July, 1914, Miss Elisabeth Watson, who was in charge of the commission's inquiry into the matter of home work, exhibited a New York City newspaper of May 15, 1914, wherein 185 firms advertised for home workers, 17 of whom advertised for workers on articles prohibited by the statute passed in 1913.

6,000 and 20,000 inhabitants. The scarcity of home workers in the rural districts is even more marked; 135, or a little more than one-twentieth of the whole number, live in places of less than 6,000. The conclusion seems justified that *home work is not a problem of the small city or of the large city in itself, but of any place in which industrial establishments, with a product upon which outside work can be done, have gained a foothold.*

Home workers do not always live in the town where the factory giving out the work is located. Where workers are employed in surrounding or distant towns, a distributing center is usually established or the work is delivered by an agent.

3. THE LEVEL OF WAGES.

The really striking feature of home work for the manufacturers and home workers is found *not in the conditions* which have engaged the attention of consumers, but in the level of wages. It has become evident that yearly earnings are very low. The median for all workers included in his study is close to \$100.¹ Eighty-eight and four tenths per cent of all the individual workers for whom pay-rolls were available earned less than 150 in the 12 months preceding the inquiry; while 78.5 per cent of all the home workers employed for nine months or more preceding the date pay-rolls were obtained earned less than this amount. But, in the light of their supplementary character, the low earnings from home work must be interpreted as affecting the welfare of the workers less seriously than might be supposed. If they were considerably larger — that is, the rates higher and the work more regular, — the workers might be recruited more largely from the ranks of the less well-to-do, and wholly different problems of adjusting wages and standards of living might result.

The prevailing hourly rates show that earnings must be small even when work is steady. Except in the Jewelry and Celluloid Goods industries, where the rates are conspicuously higher, a large majority made not more than eight cents an hour. The amount of non-employment is another important factor in accounting for the small actual earnings. As the busy seasons in the various industries come to a close, work becomes scarce. About one-half (50.8 per cent) of the workers had payments extending over nine months or more of the year, though it should not be inferred from this fact that there was actual employment in such cases for a full nine-months period. The explanation most commonly given for the low pay is the abundant supply of labor. But, contrary to the prevailing impression that this supply is large because so many must resort

¹ See table 16A on page 43.

to home work as the only means of livelihood, the statistics presented in this report indicate that the greater number of workers are above actual need. Of those reporting income, 56.1 per cent have not less than \$750 aside from home work earnings. The latter, if unsupplemented by earnings outside the home, would be, in the majority of cases, too low to allow the worker to exist even in dire poverty.

Only as a last resort will the worker attempt to live on such insufficient funds. Nor do those giving out work expect or intend that they shall. A manufacturer of women's neckwear made the following comment, in speaking of his home-work force: "They can much more easily bear the ups and downs caused by changes in fashion than if they were help in the factory; for they are leisure-time workers and can do without the work. If a woman comes and asks for home work and says she is dependent on it for a living, I say, 'No use to me,' for it is impossible to live on the proceeds of this work." Very seldom in an industry of this sort do we find the woman worker who is so frequently mentioned in studies of home work in other countries — the solitary woman who for years at a time has no source of income except home work, and apparently no interest in life but her trade. Home work in Massachusetts is rather a side-issue, an occupation which may be taken up and dropped at will, and which supplements a regular wage from a factory worker. The report of the State Board of Health comments as follows upon the comfortable status of the families of home workers:

As matters stand now perhaps more than half of the holders of licenses in the State are fairly comfortably situated and carry on the work in homes where the sanitary conditions are beyond reproach.¹

Another aspect of the situation which has received much comment is the effect of the large body of home workers upon the wages of factory workers. It was found in this inquiry that there was little or no competition between the two groups, for the processes performed in the homes are not the same as those in the factory. In some instances, such as tag stringing, tooth brush drawing, and crocheting edges for knit underwear, machines for doing the work now accomplished by hand by the home workers were found to be on trial at the factory, and it is believed that their successful installation will entirely displace the corresponding home work. Even where the processes performed at the home are the same as those in the factory, it is probable that if home work is merely seasonal it is not injurious to the factory wage, and may even make for conditions of steadier employment for the factory workers. But in those cases where

¹ Forty-third Annual Report of the State Board of Health of Massachusetts, 1911, p. 582.

home work is constant, it seems probable that the wage of the factory worker sooner or later feels its influence.

4. EVILS OF HOME WORK.

The evils of home work, usually reflected in excessively long hours, low wages, and unsanitary conditions of work, are unequally emphasized in the results of the present study. Of these factors the only one found to an extreme degree was low wages which were due to the extremely intermittent character of the employment — only 50.8 per cent of the workers having payments extending over nine months or more and even these did not, of course, work continuously during this period. In response to the inquiry, "How many hours a day do you spend at home work?" a common answer was: "Any time I can get off from house-work." Frequently this time amounted to only two or three hours, and only rarely did it exceed eight hours.

In general, the places of work were clean and well cared for. Since 56.1 per cent of the families of home workers were found to have an income aside from home work of \$750 a year or more, it is natural that the places in which they live should conform to a fairly decent standard of cleanliness and sanitation. No attempt was made by the investigators to go into the technical problem of serious occupational disease, but eye-strain and backache, due to the work, were frequently found, and often the workers complained of a general nervousness and irritability, due probably to the monotony and tension of the work. No contagious diseases, aside from skin diseases, were found where home work was being done. Appearances would seem to indicate that there are no very serious results occurring from home work so far as health is concerned.

A conspicuous evil associated with home work as considered in the present study is the employment of young children. An analysis of the age composition of the home workers actually studied shows that more than one-fifth of the number whose ages were reported were children under the age of 14 years.¹ Nearly all of these were found in the paper goods

¹ Within the last year Massachusetts has prohibited the employment of children under 14 years of age in home manufacture. Chapter 831, Acts of 1913, which went into effect September 1, 1913, provides that: "No minor under 14 years of age shall be employed or permitted to work in or about or in connection with any factory, workshop, manufacturing, mechanical or mercantile establishment, barber shop, bootblack stand or establishment, public stable, garage, brick or lumber yard, telephone exchange, telegraph or messenger office or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses." The enactment of this law gives to Massachusetts new prominence among the States in the campaign against child labor. Long after the labor of children had been abolished in factories where work is carried on within hours prescribed by law, and under standard conditions of sanitation, it was legal for children of any age to work in homes where conditions may be extremely poor. Just how much will actually be gained by the new law will, however, depend entirely upon the adequacy of inspection. At scarcely any other point in the whole home work situation are greater difficulties, it would seem, likely to arise. It brings up again the old question of how to make inspections sufficiently frequent to be really effective.

industry in the families of tag stringers. Tag stringing is simple and easily learned and seems particularly suited to the nimble fingers of a child. When the children come home from school at half-past three or four o'clock in the afternoon they are put to work on tags, and many of them, with an interval for a brief supper, stay at the work until late at night. Again in the morning before breakfast they are at work on tags, in order to make use of the two or three hours before school begins. The children very naturally dislike the work, with its monotony and long hours indoors, but the level of wages is low among the families of tag stringers, and the parents feel that any opportunity for earning money cannot be neglected. The community, on the other hand, with a less short-sighted view of real economy, cannot afford to allow the strength of young children to be spent in long hours of monotonous labor and this consideration has now gained legal recognition through the new child labor law of 1913, which prohibits home work as well as factory employment for children under 14 years of age.

5. THE ATTITUDE OF LABOR ORGANIZATIONS.

The connection between home manufacture and the welfare of the factory worker has long been recognized by organized labor. From the time of the formation of the United Garment Workers of America in 1891, the labor organizations have taken a definite stand in advocating the abolition of home work, on the ground that it is detrimental to the health of the workers and lowers the standard of wages in the trades concerned. The union label, attached only to articles made by union labor and under conditions approved by the union, has been used to discourage the sale of unlabeled tenement-made goods. The Cigar Makers Union uses a label which it does not allow to be placed on cigars made by tenement labor. In Massachusetts the cigarmakers have practically stamped out home work upon tobacco, except for independent manufacture in tenements, which is not regarded as home work. In the course of the present investigation inquiries were sent to 15 local unions of cigarmakers in various parts of the Commonwealth, and each replied that to the best of the members' knowledge no home work on tobacco existed in the districts concerned.¹

In recent years the abolition of home work has been made an issue in several important strikes, notably the strike of the cloak, suit, and skirt-makers in New York in the Summer of 1910, and the men's garment workers' strike in Boston in the Spring of 1913. In the case of the former

¹ See also page 29.

strike, the protocol agreement entered into by the manufacturers and the unions stipulates that "no work shall be given to or taken to employees to be performed at their homes." The recent strike in Boston was equally successful in this respect; the terms of settlement included the abolition of home work and subcontracting between employees.¹ The efforts of the unions in the direction of the abolition of home work have been supplemented by those of the consumers' league, which has attempted to discourage tenement manufacture by the use of the "Consumers' League Label" placed only upon goods made upon the manufacturer's premises.

6. REMEDIES PROPOSED.—PROHIBITION VERSUS REGULATION.

If it be admitted that there are certain evils connected with home work, two remedies obviously suggest themselves:—(1) Absolute prohibition or, (2) regulation by statute, the latter involving a system of inspection and, presumably, some form of licensing. Both plans affecting the status of home work have their ardent advocates in this country. Up to this time the method of prohibition has been employed only with regard to specified articles, as for example, in the law passed in 1913 by the State of New York prohibiting the manufacture or preparation in tenement houses of food products and certain other articles.² A tendency toward greater stringency of regulation is noticeable in other leading industrial States, but the conclusion seems justified that legislative action in many cases is being delayed by the absence of specific information on the subject. The necessity for accurate knowledge of the extent and conditions of home work has, therefore, become increasingly manifest.

Those who claim that home work should be entirely prohibited maintain that inspection can never be really effective on account of the great number of workers involved, the wide areas over which they are scattered, the number of buildings, apartments and rooms to be visited, and the necessity of extremely frequent inspection if regulations are to be enforced. To quote from the report of the New York State Factory Investigating Commission, "Home work means unregulated manufacturing, carried on beyond the possibility of control as to hours of women's work, child labor, night-work of minors, or cleanliness and sanitation of work places."³ From this point of view, prohibition is the only possible remedy. A further argument for prohibition comes from a few of the employers in

¹ At a special meeting of the executive boards and shop chairmen of the six Boston United Garment Workers' Unions, those of the makers of men's garments, May 27, 1913, it was voted that all local contractors be given notice before June 1 that all tenement-house work must cease on or before December 1.

² Laws of 1913, c. 260, an Act to Amend the Labor Law with Relation to the Manufacture of Articles in Tenement Houses. See The Labor Law, Art. 7, § 104.

³ Preliminary Report of the New York State Factory Investigating Commission, 1912, v. 1, p. 277.

the larger establishments, who see in the abolition of home work an advantage to be gained over the smaller and cheaper firms, who rely more extensively upon outside labor.

With respect to the second method of meeting the problems involved, namely, regulation by some form of licensing, methods differ widely in the several States. The regulation of home work by statute has been undertaken by 12 in all, — Connecticut, Illinois, Indiana, Maryland, Massachusetts, Michigan, Missouri, New Jersey, New York, Ohio, Pennsylvania, and Wisconsin. Mainly in the interest of the public health these States have regulated the manufacture of various articles of wearing apparel and other articles commonly made in tenements. Eight of these, — Indiana, Maryland, Massachusetts, Michigan, New Jersey, New York, Pennsylvania, and Wisconsin require the licensing of the places in which such manufacture is carried on. Connecticut, Illinois, Missouri, and Ohio require no license, but Connecticut requires the notification of the factory inspector, and Illinois the notification of the Board of Health. New York requires a license for the manufacture of any article whatsoever, and prohibits the manufacture of food and other specified articles. The following table shows the articles listed in the laws of the 12 States having legislation upon tenement manufacture.

Articles listed in the Laws of the 12 States having Legislation upon Tenement Manufacture.

STATES.	Licensing	Articles Listed in the Regulations
Connecticut,	No license required, . .	Wearing apparel, purses, artificial flowers, cigars and cigarettes.
Illinois,	No license required, . .	Wearing apparel, purses, feathers, artificial flowers, cigars and cigarettes.
Indiana,	License required, . . .	Wearing apparel, purses, feathers, artificial flowers, cigars and cigarettes.
Maryland,	License required, . . .	Wearing apparel, purses, feathers, artificial flowers, cigars and cigarettes.
Massachusetts,	License required, . . .	Wearing apparel. Employment of children under 14 years of age prohibited.
Michigan,	License required, . . .	Wearing apparel, purses, feathers, artificial flowers, cigars and cigarettes.
Missouri,	No license required, . .	Wearing apparel, purses, feathers, artificial flowers, cigars and cigarettes.
New Jersey,	License required, . . .	Wearing apparel, purses, feathers, artificial flowers, cigars and cigarettes.
New York,	License required, . . .	All articles. Manufacture of food, dolls and dolls' clothing and children's and infants' wearing apparel prohibited. Employment of children under 14 years of age prohibited.
Ohio,	No license required, . .	Wearing apparel, purses, feathers, artificial flowers, cigars and cigarettes.
Pennsylvania,	License required, . . .	Wearing apparel, purses, feathers, artificial flowers, cigars and cigarettes.
Wisconsin,	License required, . . .	Wearing apparel, purses, feathers, artificial flowers, cigars, cigarettes, and umbrellas.

Eight States prohibit the employment of persons outside the family, one permits the employment of three outside persons, and three have no

regulation upon this point. Five States — Ohio, Maryland, Michigan, New York, and Pennsylvania — specify the number of cubic feet of air space per person working in a tenement room. All the States except Connecticut, Illinois, Indiana, and New Jersey require that every firm employing tenement labor shall keep open for inspection a list of the names and addresses of the persons so employed. In Massachusetts, Missouri, and New York the law provides that a tag bearing the words "tenement-made" shall be affixed to articles manufactured "without a license, or otherwise in violation of the provisions of the acts governing tenement manufacture." Other provisions of the various States relate to sanitation, infectious and contagious diseases, and other matters of inspection and registration.

The first legislation in Massachusetts regulating conditions in tenement workshops, aside from the ordinary requirements of the general sanitary laws concerning tenements, was an act passed in 1891 (chapter 357). The laws defined the workshop as "any house, room, or place used as a dwelling and also for the purpose of making, altering, repairing, or finishing for sale any ready-made coats, vests, trousers, or overcoats, except by the family dwelling there;" and required the proprietor of such a shop to notify the Chief of the District Police of its location, of the nature of the work done, and of the number of his employees, in order that such remedies and the garments made there might be kept under strict surveillance. Subsequent amendments¹ made definitions clearer and required workers to obtain licenses from the District Police before receiving employment (Acts of 1893, chapter 246). An Act passed in 1898 (chapter 150) *prohibited* work upon wearing apparel of any description whatever intended for sale "in any room or apartment in any tenement or dwelling, . . . *except* by the family dwelling there," while any family desiring to do this work must first procure a license, employers being forbidden to contract in any way with unlicensed workers. The Act of 1891 (chapter 357) provided that if any evidence of infectious disease was found in any workshop or in goods manufactured the Chief of the District Police should notify the State Board of Health to examine the workshop and the materials used, and if found in an unhealthy condition the State Board of Health should issue such orders as the public safety might require. This act also provided for two additional inspectors of the District Police to perform the duties of such inspection. The Act of 1898 (chapter 150) required reports of unsatisfactory conditions to be sent to the local boards of health instead of the State Board.

¹ Acts, 1892, c. 296; Acts, 1893, c. 246; Acts, 1894, c. 508; and Acts, 1898, c. 150.

In 1907 (chapter 537) the regulation of tenement workrooms was transferred from the District Police to the Inspectors of Health of the State Board of Health. In 1912, an act was passed (chapter 726) which provided for the establishment of the State Board of Labor and Industries and to this board was transferred, among other duties, the regulation of tenement workrooms, such transfer taking effect July 1, 1913.¹ On this date the State Board of Health relinquished these duties and for the brief period intervening until the State Board of Labor and Industries was appointed by the Governor in August, 1913, there was no enforcing authority for the tenement workshop law.

The present law regulating tenement manufacture in Massachusetts is in part as follows:²

A room or apartment in a tenement or dwelling house³ shall not be used for the purpose of making, altering, repairing or finishing therein coats, vests, trousers or wearing apparel of any description, except by the members of the family dwell-

¹ The duties of the State Board of Labor and Industries in this connection are defined as follows (Acts, 1912, c. 726, § 5):

... "All powers and duties with reference to the enforcement of laws relating to labor and the employment thereof, the inspection and licensing of buildings or parts of buildings used for industrial purposes, the inspection and licensing of the workers therein and of all other industrial employees within the commonwealth, the enforcement of laws relating to the employment of women and minors, and the institution of proceedings in prosecution of violations of any of the said laws, now conferred or imposed by law upon the state board of health or state inspectors of health, or upon the chief of the district police, the inspectors of factories and public buildings of the district police, or the inspection department of the district police, of the deputy chief of the inspection department of the district police, with the exception of such duties and powers as are now imposed by law upon the chief inspector of boilers or the boiler inspectors of the district police, and with the further exception of such powers and duties as relate to the inspection of buildings under erection, alteration or repair, are hereby transferred to the state board of labor and industries. Said board may delegate to such commissioner, deputy commissioners or inspectors as are under its direction such of the above powers as it may deem necessary to carry out the provisions of this act.

"Buildings used for industrial purposes under the meaning of this act shall include factories, workshops, bakeries, mechanical establishments, laundries, foundries, tenement-house workrooms, all other buildings or parts of buildings in which manufacturing is carried on, and mercantile establishments as defined in section seventeen of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine."

² For the sake of clearness the words "State Board of Labor and Industries" are here substituted in brackets for the words "State Board of Health."

³ Definition of a "tenement house" in cities. — "A 'tenement house' is any house or building, or part thereof, which is rented, leased, let or hired out, to be occupied, or is occupied, or is intended, arranged or designed to be occupied as the home or residence of two or more families, which families may consist of one or more persons, living independently of each other and doing their cooking on the premises, and having a common right in the halls, stairways, yard, courts, cellar, sinks, water-closets or privies, or any of them. Where the occupants of dwelling houses contiguous and vertically divided, each occupied or intended, arranged or designed to be occupied as the home or residence of one family or more, have a common right in or use in common the halls, stairways, yards, cellars, sinks, water-closets or privies, or any of them, such dwelling houses shall be deemed to be tenement houses and shall be subject to all the provisions of this act." — Acts, 1913, c. 786, § 2, ¶ (1).

Definition of a "tenement house" in towns. — "A 'tenement house' is any house or building, or part thereof, which is rented, leased, let or hired out, to be occupied, or is occupied, or is intended, arranged or designed to be occupied as the home or residence of more than two families (a family may consist of one or more persons) living independently of each other and having a common right in the halls, stairways, yard, cellar, sinks, water-closets or privies, or any of them, and includes lodging and boarding houses, apartment houses, and flat houses. Dwelling houses built in continuous rows of more than two houses, occupied or intended, arranged or designed to be occupied as the home or residence of one family or more having a common right in or using in common the halls, stairways, yards, cellars, sinks, water-closets or privies, or any of them, shall be deemed to be tenement houses and shall be subject to all the provisions of this act." — Acts, 1912, c. 635, § 2, ¶ (1).

ing therein; and a family which desires to make, alter, repair or finish coats, vests, trousers or wearing apparel of any description in a room or apartment in a tenement or dwelling house shall first procure a license therefor from [the state board of labor and industries]. A license may be applied for by, and issued to, any member of a family which desires to do such work. No person, partnership or corporation shall hire, employ or contract with a member of a family which does not hold a license therefor to make, alter, repair or finish garments or articles of wearing apparel as aforesaid, in any room or apartment in a tenement or dwelling house as aforesaid. Every room or apartment in which garments or articles of wearing apparel are made, altered, repaired or finished shall be kept in a cleanly condition and shall be subject to the inspection and examination of the [inspectors of the state board of labor and industries] for the purpose of ascertaining whether said room or apartment or said garments or articles of wearing apparel or any parts thereof are clean and free from vermin and from infectious or contagious matter. A room or apartment in a tenement or dwelling house which is not used for living or sleeping purposes, and which is not connected with a room or apartment used for living or sleeping purposes and which has a separate and distinct entrance from the outside shall not be subject to the provisions of this section, nor shall the provisions of this section prevent the employment of a tailor or seamstress by any person or family for the making of wearing apparel for the use of such person or family. Every person, firm or corporation hiring, employing or contracting with a member of a family holding a license under this section for the making, altering, repairing or finishing of garments or wearing apparel to be done outside the premises of such person, firm or corporation, shall keep a register of the names and addresses plainly written in English of the persons so hired, employed or contracted with, and shall forward a copy of such register once a month to the [state board of labor and industries.]¹

At the time the present investigation was in progress, the regulation of tenement manufacture was still in the hands of the State Board of Health.² But in spite of the attempt to protect the consumer by licensing

¹ Acts, 1900, c. 514, § 106.

² The 44th Annual Report of the State Board of Health for 1912 gives the following statistics which are of interest as showing the number of inspections made and licenses granted for that year:—

<i>Numerical Data for All Districts.</i>	
Number of licenses granted,	2,511
Number of licenses refused,	158
Number of licenses not wanted,	90
Number of licenses revoked,	150
Number of reinspections,	1,093
Number not in at time of visit,	525
Number not found,	340

Of the 150 licenses revoked, 41 were revoked on account of communicable diseases that occurred among the families of the tenement workers as follows: Scarlet fever, 24; diphtheria, 9; measles, 6; chicken pox, 2.

"In the Massachusetts Bay district there are approximately about 1,000 licenses outstanding all of the time, and at times the number is as high as 2,200. Of this number fully one-third are held by women residing in the better residential districts where frequent reinspection as far as sanitary conditions are concerned is wholly unnecessary. Reinspection once a year in these districts is amply sufficient. What is of importance is to keep track of any possible occurrence of communicable diseases in such homes, and this is done by checking off daily the lists of communicable diseases which are received from the local boards of health. About one-third of the

families who work on wearing apparel, more than one-half of the families from which information was obtained in the course of the study were unlicensed, as shown by the following table.

TABLE 6.—*Licensed and Unlicensed Families of Home Workers.*

WEARING APPAREL INDUSTRIES.	Number of Families Interviewed	Number of Licensed Families	Number of Unlicensed Families	Number of Families not Reporting as to License
All Wearing Apparel Industries.	645	298	339	18
Clothing, men's — coats and pants, . . .	109	101	6	2
Clothing, men's — shirts and pajamas, . . .	36	—	36	—
Clothing, women's — machine-made, . . .	17	9	7	1
Clothing, women's — handwork, . . .	74	29	44	1
Neckwear, dress trimmings, and buttons, . . .	63	41	20	2
Shoes and shoe trimmings, . . .	166	5	163	3
Hosiery and machine-knit goods, . . .	136	101	31	4
Garters, suspenders, and elastic woven goods, . . .	21	1	20	—
Other wearing apparel, . . .	23	6	17	—

Outside of Metropolitan Boston only one family was found to have a license (a corset worker in Worcester). That is, 214 families in 12 municipalities — Chicopee, Foxborough, Haverhill, Leominster, Newburyport, Northampton, Reading, Salem, Framingham, Springfield, West Springfield, and Worcester — engaged in the manufacture of wearing apparel of various kinds, were, with one exception, under no control whatsoever in regard to the conditions under which they carried on their work.²

It is particularly important that such garments as men's shirts and pajamas and articles of women's clothing should be under some kind of supervision. Although the investigation revealed no strikingly unsanitary conditions in the places where such manufacturing is carried on, the fact that more than one-half the families studied were unlicensed and consequently free from regulation reveals the possibility of the occurrence of

workers live in sections not quite so good, but still not requiring reinspection oftener than twice a year. Strange as it may seem not more than one-third of the licenses are held by women living in the congested districts where frequent reinspection is necessary. . . . The principal home work in the men's tailoring industry is the finishing of men's trousers. . . . There are about 592 licenses held for this industry, nearly 200 of which were not being used at the time of the last inspection."

¹ Includes one who used license of a friend whose name is on the pay-roll.

² The State Board of Labor and Industries in its first annual report (page 14) says with reference to the licensing of home workers:

"As an instance of constructive effort in finding new fields of home workers the city of Haverhill may be cited. The State Board of Health report gave no intimation of licenses having been granted there, and from private organizations which had been carrying on investigations information was received that very little home work was performed in that place.

"One of the investigators of this Board was sent to make a survey of the city, and in studying the shoe industry it was found that the making of ornaments for shoes was largely carried on in the homes. To make the survey as complete as possible, various persons and organizations were consulted, . . .

"All were interested and co-operative, and publicity in the newspapers was of great help in acquainting the people with the law. Twenty-two employers in that city have already sent in lists of their home workers, many more have asked for information, and 1,000 applications for licenses in Haverhill alone have been registered up to the date of this report."

disease or other unhealthful conditions at any time, beyond the knowledge or control of the public.

Massachusetts is the only State regulating home work which has confined its attention to wearing apparel. Games and toys, including dolls, are given out for home work without any restriction. Food, also entirely unregulated, is probably very rarely manufactured or prepared in the homes except by persons who sell directly to the consumer. Macaroni and candy, made in this way by persons acting as independent manufacturers, are frequently offered for sale in retail stores on the premises. Tobacco working in tenements in this Commonwealth is conducted in such a manner as to take it, technically at least, from the home-work class. Most of the dwellings in which this work is done are located in Boston and are under the careful regulation of the Cigar Makers Union. This organization is anxious to discourage tobacco work in dwellings, in order that the larger manufacturers who produce their goods under sanitary conditions as insisted upon by the Union may not have to compete with the tenement-house producers. The label of the Cigar Makers Union is a guarantee that the tobacco products have been made under desirable conditions, since this label can not be used until a committee from the union has examined the building, room, or apartment in which the goods are to be made and has approved of the conditions there. Only union men may work in such places and the room or rooms may not be used for any other purpose than that of cigarmaking. The product of the dwelling-house factories in Boston is generally disposed of to wholesalers and to liquor dealers or direct to the consumer, the union fixing the minimum price at which the different grades of cigars may be offered for sale by these independent producers.

Advocates of regulation admit the defects of the licensing and inspection system, but consider abolition out of the question at the present time. An attempt to do away with all outside work might cause many persons who are now able to earn a part of their own living to become dependent upon their relatives or upon the State. These persons who are quite unable to stand the strain and pace of factory work, through physical or mental incapacity, or a weight of domestic responsibility, are, at the present time, useful, busy citizens, contributing as much as they are able — and in many cases this is no inconsiderable amount — to the industrial process. If their occupations were suddenly taken away from them, not only would the principal wage-earners of their families have heavier burdens of responsibility, but society itself would be the loser in refusing to make use of the great productive capacity which is in the possession of workers outside the factory walls. Persons who are perfectly able to add their share

to the wealth of the community would be compelled to live out their days in unproductiveness. Society, at great expense to itself and hardship to the people immediately concerned, would thus bring about a decrease in its own productivity. Those who take this view hold that the task to be undertaken is not the abolition of home work, but the admittedly difficult one of so changing the present methods of regulation that the protection of both worker and consumer may actually be accomplished.¹

In connection with the further regulation of home work, a plan is suggested which has attracted increasing attention in recent years — the establishment of minimum wage boards to fix the rate of payment for home work in special trades. The determinations of the Australian Wages Boards, which have been in operation since 1896, and of the more recently established English boards furnish a precedent for those who advocate this form of legal regulation. In Victoria, for example, piece-rates for tailoring are fixed by a special board. Employees are instructed that piece-work scales for outworkers must be so adjusted that they represent the minimum time-rate laid down in the determination of the board. The decision as to the rate per hour which is the equivalent of the piece-rate is arrived at largely on the judgment of the inspectors, who are sometimes experts in the trades concerned. If individual workers find that they have been sent work at a piece-rate which does not equal the minimum time-rate, they may enter complaints. The English boards operate in a very nearly similar way in fixing rates for paper boxmakers and lacemakers. The impression prevails that the wages and conditions of home work have improved since the inauguration of the system.

If such a system were inaugurated in Massachusetts, where industrial conditions differ in various respects from those in which the experiment has already been tried, the outcome would depend upon numerous indeterminable factors. It is possible that home work is at the present time so indispensable to the manufacturers that they would accept a minimum rate corresponding to 12 to 15 cents an hour, for example, for their home workers, and would continue to give out the work in undiminished quantity. In that case the income of the workers would increase to a consider-

¹ Professor John R. Commons, formerly of the Wisconsin Industrial Commission, has suggested that the chief home work inspector of State labor departments be given large discretionary powers, the dangers of such powers being overcome by public hearings; that the bureau of home work inspection deal with individual persons, firms, and situations, so that those who could not work in the factory should not be deprived of the support gained from home work; that a committee be appointed by such a bureau, to be composed of representatives of employers, employees, labor organizations, Women's Trade Union League, Associated Charities, and other interested bodies which could deal with cases of persons desiring to do home work, as the widely varying conditions of work, workers, and localities would appear to demand that the case method be used in dealing with the situation.

able extent, *in the event that they continued to work the same number of hours as now*; the present study would seem to show, however, that the majority of the families are not totally dependent upon the income from home work, but undertake it in order to gain certain luxuries; in such instances the workers might or might not care to increase their earnings. On the other hand, the increased rate, placed hypothetically at 12 or 15 cents an hour, might fall so heavily on the manufacturers that they would cease to give out home work. In such cases the argument becomes one for prohibition. It is much more probable that this rate would result in the cessation of home work in certain industries but not in others, a condition which would be likely to result in a raising of industrial standards in the industries most in need of such improvement.

II.

ANALYSIS OF CONDITIONS IN HOME-WORK INDUSTRIES.

BY AMY HEWES.

In presenting the results of this inquiry, a separate report has been prepared for each of the five principal industries. On the basis of these reports, a comparative study has been made of the conditions in the various industries with a summary of the conditions surrounding home work in general. This general analysis of the results of the investigation is presented in the following tables and the accompanying text.

1. SEX AND AGE.

A group of home workers, however extensive, may be expected to show marked differences of age and sex composition as compared with the corresponding industrial group in a factory. Young children, long ago forbidden by law to work in a factory, and women, usually prevented by domestic duties from engaging in regular industrial occupations, make up the greater part of the labor force. The following table shows the number and the percentage of male and female workers in specified age groups.

TABLE 7. — *Sex and Age of Home Workers in All Industries.*

AGE GROUPS.	MALES		FEMALES		BOTH SEXES	
	Number	Percent-ages ¹	Number	Percent-ages ¹	Number	Percent-ages ¹
All Ages.	333	100.0	2,016	100.0	2,409	100.0
Under five years.	1	0.3	9	0.5	10	0.5
Five years and under 10,	83	24.0	97	5.3	180	8.3
10 years and under 14,	116	33.5	155	8.5	271	12.5
14 years and under 16,	89	11.2	92	5.1	181	6.0
16 years and under 18,	18	4.6	60	3.3	78	3.5
18 years and under 21,	9	2.6	79	4.3	88	4.0
21 years and under 25,	10	2.9	104	5.7	114	5.3
25 years and under 30,	7	2.0	167	9.2	174	8.0
30 years and under 35,	6	1.7	191	10.5	197	9.1
35 years and under 40,	10	2.9	217	11.9	227	10.5
40 years and under 45,	11	3.2	202	11.1	213	9.8
45 years and under 50,	3	0.9	135	7.4	138	6.4
50 years and under 55,	4	1.2	91	5.0	95	4.4
55 years and under 60,	4	1.2	71	3.9	75	3.5
60 years and over,	27	7.8	151	8.3	178	8.2
Age not reported, ²	47	-	195	-	242	-

¹ The percentages in this table are computed on the basis of the number reporting.

² The entry "Not reported" in this table and others means that the information in question was not obtained for the numbers given. Of the 2,409 home workers investigated, 242, including 47 males and 195 females, did not supply information as to age. Ten of these workers, all of whom were females, were under 16 years of age, but the exact age was not reported.

In the present study the largest number of workers included in any one age group was 271, found in the group 10 and under 14 years, the

ages at which children have developed sufficient strength and steadiness to perform many kinds of manual work. The employment of children under 14 years of age in factories has been illegal since 1898, but this prohibition was not extended to home work until last year through the passage of the new child labor law which went into effect September 1, 1913.¹ The work done by children is usually irregular, and is crowded into the hours after school closes, sometimes lasting until late into the night. A large number of children, 180, is included in the age group five and under 10 years. Including the 10 children under five years who were found at work, the group of children under 14 years formed over one-fifth — 21.3 per cent — of the whole number of home workers whose ages were reported.

The second largest number of persons within a single age group, 227, or 10.5 per cent, lies between the ages of 35 and 40. This group is made up largely of women, for after 14 the boys begin to drop out and the number of men included in the succeeding age groups is almost negligible. At this period in the mother's life the size of the family has increased, usually to its largest dimensions, and the oldest children are not yet old enough to enter the factory. It is deemed necessary to supplement the family income in some way. Home work gives employment in which the mother can supervise her house and her children, and at the same time add something to the family earnings.

The table indicates the gradual dropping out of males over the age of 14. Of the 154 males 16 years of age and over 98 were found at work on Paper Goods. These men are largely factory hands who do their part of the family work on tags or other paper goods while they are at home in the evening. It is hardly necessary to comment upon the fact that men take up home work less frequently than do women. The same forces which make it an insufficient and precarious source of income for the self-dependent woman make it a form of occupation which the ordinary man undertakes only in a desultory way to fill his evenings, or as a last resort when disabled or incapacitated by age.

Old persons who have left outside employment can often perform the rougher kinds of home work. The present study included 178 persons 60 years of age and over who had taken up home work, or 8.2 per cent of the whole number whose ages were obtained.

¹ Acts, 1913, c. 831, § 1. (See note 1, on page 21, ante.)

2. SCHOOL ATTENDANCE.

Although a large number of children of school age were found doing home work, the task was usually done outside of school hours, and the number of children who were not attending school was not very large. Table 8 shows the school attendance for age groups.

TABLE 8. — *School Attendance of Home Workers in All Industries.*

AGE GROUPS.	NUMBER OF MALES —		NUMBER OF FEMALES —		NUMBER OF BOTH SEXES —	
	In School	Not in School	In School	Not in School	In School	Not in School
Under 18 Years.	229	26	239	84	568	110
Under five years,	-	1	1	8	1	9
Five years and under 10,	80	3	91	6	171	9
10 years and under 14,	116	-	152	3	268	3
14 years and under 16,	28	11	70	22	98	33
16 years and under 18,	5	11	17	43	22	54
Under 16 years, exact age not reported, . . .	-	-	8	2	8	2

Twelve children, nine girls and three boys, or 2.7 per cent of 451 children found in home work between the ages of five and 14, were out of school at the time the homes were visited, but in no case could the investigator feel certain that the child had been kept out of school for the purpose of helping in home work. One child was epileptic, another mentally defective, a third had a sore hand, and a fourth was "too nervous to go to school." Seven of the 12 children were workers on Paper Goods. For even a sick or mentally defective child can perform the simple operation of tag stringing, — looping a string through the hole in the end of a tag. While home work does not directly interfere with school attendance, the child's strength of body and alertness of mind are impaired by long and late hours of mechanical, monotonous work. This conclusion was supported by the testimony given by public school teachers in a town noted for the prevalence of home work. These teachers, coming from towns where little home work was done, were impressed by the mental apathy and lack of vigor in the children in their classes. The children were fairly regular in coming to school, but they seemed uninterested and the class work dragged. Visits to several of the homes revealed the fact that many of the children in question had stayed up late at night to work on tags. The lack of play and sleep had already begun to affect their physical and mental equipment. This consideration justifies the prohibition of home work for children under 14 years of age enacted in 1913.¹

¹ Acts, 1913, c. 831, § 1. (See note 1, on page 21, ante.)

3. MARITAL CONDITION.

A study of the marital condition of adult ¹ home workers shows that married persons predominate heavily. The following table shows the number of home workers 16 years of age and over classified as single, as married, and as widowed, separated, divorced, or deserted.

TABLE 9. — *Marital Condition of Home Workers 16 Years of Age and Over in All Industries.*

MARITAL CONDITION.	Males	Females	Both Sexes
Totals.	154	1,653	1,807
Single.	52	326	378
Married.	96	1,075	1,171
Widowed, separated, divorced, or deserted.	6	252	258

The preceding table shows that approximately two-thirds, or 64.8 per cent of the home workers 16 years of age and over, were married, 20.9 per cent were single, and 14.3 per cent were widowed, separated, divorced, or deserted. These proportions indicate that in general it is not the widow or the single woman who relies upon home work. The income from this source is uncertain and fluctuating; it provides not primary means of subsistence, but a supplementary income. Naturally, therefore, the ranks of adult home workers are recruited chiefly from the wives of wage-earning men.

4. DOMESTIC STATUS.

Table 10 shows the number and the percentage of women home workers at home, with or without adult male wage-earners in the family, and the number and the percentage of women "adrift".³

¹ The term "adult" as used in this report signifies a person 16 years of age and over.

² Includes one for whom marital condition was not reported.

³ Following the plan described in "Wage-Earning Women in Stores and Factories" (Volume V of the Report of the United States Bureau of Labor on the Condition of Woman and Child Wage-Earners in the United States), the term "adrift" has been used to designate "both the boarding and lodging women wage-earners, as well as those whose so-called homes have become only impeding wreckage." A girl or woman who has lost one of her parents may still have in the other an effective social protector or an economic stay, and she has been regarded as having one of the essentials of a home; but a woman with no one able to sustain her, economically or socially, in time of need, has been placed in the class of those who have been termed "adrift." A woman deserted or widowed may be said to be "at home" if her children are earning and assisting in the family support; if, on the other hand, they are entirely dependent upon her, they act as liabilities instead of assets, and the woman is actually "adrift."

TABLE 10. — *Domestic Status of Women Home Workers 16 Years of Age and Over in All Industries.*

CLASSIFICATION.	Numbers	Percentages
Totals.	1,633	100.0
Having male wage-earners in family,	1,332	81.0
No male wage-earners in family,	243	14.8
Women adrift,	60	4.2
Domestic status not reported,	9	-

Only 69 of the 1,644 women home workers 16 years of age and over for whom information was secured were classed as "adrift." Of those at home (1,575), by far the greater number, 1,332, or 84.6 per cent, had adult male wage-earners in the family. This proportion, it may be added, holds almost uniformly throughout the various industries.

5. NATIVITY.

The following table shows the number of native-born and foreign-born among the home workers, classified by industries.

TABLE 11. — *Nativity of Home Workers: By Industries.*

NATIVITY OF HOME WORKERS.	NUMBER OF HOME WORKERS IN —									
	All Industries	WEARING APPAREL				Paper Goods	Jewelry and Silverware	Sporting Goods	Celluloid Goods	Other Industries
		Men's Coats and Pants	Shoes and Shoe Trimmings	Hosiery and Machine-knit Goods	Other Wearing Apparel					
Totals.	2,409	129	297	180	399	912	273	173	96	159
<i>Native-born.</i>	<i>1,113</i>	<i>5</i>	<i>130</i>	<i>69</i>	<i>178</i>	<i>320</i>	<i>174</i>	<i>96</i>	<i>65</i>	<i>83</i>
Native-born of native father,	605	2	102	44	105	132	96	67	24	33
Native-born of foreign father,	411	3	26	24	56	148	71	19	21	43
Native-born, place of birth of father unknown,	97	-	2	1	11	40	7	10	20	6
<i>Foreign-born.</i>	<i>783</i>	<i>180</i>	<i>48</i>	<i>79</i>	<i>111</i>	<i>301</i>	<i>77</i>	<i>65</i>	<i>31</i>	<i>51</i>
Armenia,	32	-	9	9	14	-	-	-	-	-
Austria,	3	-	-	1	-	-	-	-	-	2
Austria (Poland),	6	-	-	-	-	-	-	6	-	-
Canada (French),	112	-	7	4	13	3	36	22	11	16
Canada (Other),	100	-	9	15	32	10	12	12	7	3
England,	45	-	1	8	3	18	8	4	1	2
France,	9	-	-	2	-	2	4	-	1	-
Germany,	17	-	1	2	3	7	-	1	-	3
Ireland,	164	-	4	5	30	81	9	14	2	19
Italy,	212	115	2	23	5	54	1	3	8	1
Norway,	3	-	-	1	-	2	-	-	-	-
Portugal,	11	5	-	-	2	4	-	-	-	-
Russia,	19	-	-	-	-	17	-	2	-	-
Russia (Poland),	3	-	-	-	-	-	1	-	-	2
Scotland,	12	-	1	3	3	1	3	-	-	1
Sweden,	18	-	5	4	3	1	2	1	-	2
Syria,	11	-	9	-	1	1	-	-	-	-
Other foreign countries,	6	-	-	2	2	-	1	-	1	-
<i>Nativity Not Reported.</i>	<i>513</i>	<i>4</i>	<i>29</i>	<i>18</i>	<i>17</i>	<i>391</i>	<i>22</i>	<i>18</i>	<i>-</i>	<i>26</i>

The native-born home workers numbered 1,113, or 59 per cent of all the home workers from whom information was secured as to nativity.¹ Among the foreign-born the Italians predominated, most of them being employed on Wearing Apparel, over 100 as home finishers in the North End of Boston. Nearly as numerous are the natives of Ireland, somewhat concentrated in Paper Goods, owing to the fact that a large group of tag stringers was found in an almost wholly Irish neighborhood. French Canadians, third in number, are distributed more evenly among the various industries, with a slight concentration in the jewelry industry. Canadians of other than French origin and natives of Great Britain are next in order of numbers. The representatives of other countries are comparatively few. A total of 43 persons born in Turkey is made up largely of Armenians engaged in work upon slippers and garters. It is noticeable that the countries from which the Jewish people come are only slightly represented.

The fact that the majority of the home workers are of native birth indicates a point at which the findings of the present study are at variance with popular impression. The general view, fostered by special studies of home work processes in selected sections of the large cities, seems to be that home work is done almost wholly in Italian and Jewish families. In a state-wide survey of the dimensions of the present study the foreign character of the workers has decidedly lost emphasis, and the large share of the work performed by American-born persons comes into prominence. The only striking exception is the case of work on men's coats and pants, where the workers are almost wholly of Italian birth, living in the North End of Boston.

It is of course difficult to assign any one explanation of the prominence of native-born workers which would be wholly satisfactory. In view of the low earnings available from home work, even with maximum effort (a subject which will receive further consideration at a later point in the report), the explanation may lie in the fact that the newly arrived immigrant family is obliged to be self-supporting and consequently its members are under the necessity of finding better paid and more regular employment.

¹ The total population of Massachusetts in 1910 shows the following percentages: Native-born, 68.5 per cent; foreign-born, 31.5 per cent.

The following table, showing the nativity of fathers of home workers, gives a slightly different order of places of birth than the order of the home workers themselves considered in Table 11.

TABLE 12. — *Nativity of Fathers of Home Workers: By Industries.*

NATIVITY OF FATHERS.	NUMBER OF HOME WORKERS IN —									
	All Industries	Men's Coats and Pants	Shoes and Shoe Trimmings	Hosiery and Machine-knit Goods	Other Wearing Apparel	Paper Goods	Jewelry and Silverware	Sporting Goods	Celluloid Goods	Other Industries
Totals.	2,469	129	207	160	300	912	273	173	96	139
<i>Native-born.</i>	<i>805</i>	<i>2</i>	<i>108</i>	<i>44</i>	<i>105</i>	<i>132</i>	<i>86</i>	<i>67</i>	<i>24</i>	<i>33</i>
<i>Foreign-born.</i>	<i>1,369</i>	<i>125</i>	<i>78</i>	<i>107</i>	<i>168</i>	<i>495</i>	<i>153</i>	<i>84</i>	<i>52</i>	<i>89</i>
Armenia,	33	—	8	10	15	—	—	—	—	—
Austria,	7	—	—	—	1	—	—	—	—	6
Austria (Poland),	6	—	—	—	—	—	—	6	—	—
Canada (French),	198	—	15	6	22	14	70	25	21	25
Canada (Other),	116	—	14	16	34	19	13	9	5	6
England,	104	—	3	12	5	53	18	9	2	2
France,	21	—	—	3	—	4	8	1	5	—
Germany,	45	—	2	4	6	20	6	2	—	5
Ireland,	391	—	14	12	60	207	26	25	6	41
Italy,	307	118	2	27	8	131	4	3	13	1
Norway,	4	—	—	1	1	2	—	—	—	—
Portugal,	17	5	—	1	4	7	—	—	—	—
Russia,	33	—	—	—	—	32	—	1	—	—
Russia (Poland),	11	—	—	—	—	—	2	—	—	9
Scotland,	24	—	4	8	5	2	3	1	—	1
Sweden,	20	—	5	4	4	1	2	2	—	2
Syria,	13	—	10	—	1	2	—	—	—	—
Other foreign countries,	9	—	1	3	2	1	1	—	—	1
<i>Nativity Not Reported.</i>	<i>445</i>	<i>4</i>	<i>27</i>	<i>9</i>	<i>27</i>	<i>235</i>	<i>24</i>	<i>22</i>	<i>20</i>	<i>27</i>

Natives of Italy and Ireland make up the largest numbers among the home workers of foreign descent, as among those of foreign birth, but in this case the Irish are in the lead. This order clearly reflects the character of the older immigration, and represents the days before the immigrants from Northern Europe were outnumbered by the Southeast Europeans. Germany and France, other elements of the older immigration, are also represented in this table by slightly larger numbers than in the table showing the nativity of the workers themselves.

6. PREVIOUS OCCUPATION AND TRAINING.

The following tables show the number of home workers, by sex, in the various industries who were, prior to beginning home work, employed in the specified groups of occupations.

TABLE 13. — *Previous Occupations of MALE Home Workers 16 Years of Age and Over: By Industries.*

INDUSTRIES.	Total Number of Male Home Workers 16 and Over	NUMBER PREVIOUSLY EMPLOYED IN —						Number not Reporting as to previous Occupation	Number having no previous Occupation
		Factory in the Industry	Other Manufacturing	Trade and Transportation	Domestic and Personal Service	La-borers	Building Trades		
All Industries.	154	39	48	18	1	9	7	7	25
<i>Wearing Apparel.</i>	<i>28</i>	<i>18</i>	<i>3</i>	<i>1</i>	<i>—</i>	<i>2</i>	<i>1</i>	<i>2</i>	<i>1</i>
Clothing, men's—coats and pants,	1	—	—	—	—	1	—	—	—
Clothing, men's—shirts and pajamas,	2	—	2	—	—	—	—	—	—
Garters, suspenders, and elastic woven goods,	2	—	—	1	—	—	1	—	—
Neckwear, dress trimmings, and buttons,	1	—	—	—	—	—	—	—	1
Shoes and shoe trimmings,	21	18	1	—	—	—	—	2	—
Other wearing apparel,	1	—	—	—	—	1	—	—	—
<i>Celluloid Goods.</i>	<i>1</i>	<i>—</i>	<i>1</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>
<i>Jewelry and Silverware.</i>	<i>9</i>	<i>7</i>	<i>1</i>	<i>1</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>
<i>Paper Goods.</i>	<i>98</i>	<i>14</i>	<i>39</i>	<i>12</i>	<i>1</i>	<i>7</i>	<i>4</i>	<i>—</i>	<i>21</i>
<i>Sporting Goods.</i>	<i>12</i>	<i>—</i>	<i>2</i>	<i>4</i>	<i>—</i>	<i>—</i>	<i>2</i>	<i>4</i>	<i>—</i>
<i>Other Industries.</i>	<i>6</i>	<i>—</i>	<i>2</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>3</i>

TABLE 14. — *Previous Occupations of FEMALE Home Workers 16 Years of Age and Over: By Industries.*

INDUSTRIES.	Total Number of Female Home Workers 16 and Over	NUMBER PREVIOUSLY EMPLOYED IN —							Number not Reporting as to previous Occupation	Number having no previous Occupation
		Factory in the Industry	Other Manufacturing	Agricultural Pursuits	Trade and Transportation	Domestic and Personal Service	Professional Service	Housewives		
All Industries.	1,653	297	324	6	66	121	22	445	12	351
<i>Wearing Apparel.</i>	<i>708</i>	<i>136</i>	<i>124</i>	<i>1</i>	<i>32</i>	<i>32</i>	<i>17</i>	<i>234</i>	<i>8</i>	<i>125</i>
Clothing, men's—coats and pants,	119	38	17	—	—	3	—	56	4	1
Clothing, men's—shirts and pajamas,	40	14	7	—	2	1	1	8	3	4
Clothing, women's—machine-made,	23	—	11	—	1	—	1	4	1	5
Clothing, women's—hand-work,	76	1	14	1	6	11	4	30	—	9
Garters, suspenders, and elastic woven goods,	23	1	4	—	1	5	—	1	—	11
Knit and machine-knit goods,	156	15	27	—	4	4	1	67	—	38
Neckwear, dress trimmings, and buttons,	75	2	29	—	6	3	2	13	—	20
Shoes and shoe trimmings,	173	54	8	—	12	4	7	52	—	36
Other wearing apparel,	23	10	7	—	—	1	1	3	—	1
<i>Celluloid Goods.</i>	<i>66</i>	<i>16</i>	<i>11</i>	<i>1</i>	<i>4</i>	<i>2</i>	<i>1</i>	<i>6</i>	<i>—</i>	<i>26</i>
<i>Jewelry and Silverware.</i>	<i>208</i>	<i>73</i>	<i>44</i>	<i>1</i>	<i>7</i>	<i>9</i>	<i>6</i>	<i>24</i>	<i>3</i>	<i>41</i>
<i>Paper Goods.</i>	<i>583</i>	<i>41</i>	<i>66</i>	<i>2</i>	<i>9</i>	<i>43</i>	<i>3</i>	<i>141</i>	<i>—</i>	<i>83</i>
<i>Sporting Goods.</i>	<i>155</i>	<i>2</i>	<i>51</i>	<i>1</i>	<i>7</i>	<i>26</i>	<i>3</i>	<i>13</i>	<i>1</i>	<i>51</i>
<i>Other Industries.</i>	<i>133</i>	<i>30</i>	<i>38</i>	<i>—</i>	<i>6</i>	<i>9</i>	<i>2</i>	<i>28</i>	<i>—</i>	<i>20</i>

A considerable number of home workers were formerly employed in factories in the same industry in which they now do home work; 336

such workers, or 34.7 per cent, and 372 persons who were previously employed in other manufacturing concerns, or 38.5 per cent, were found among 967 home workers who reported having had a previous gainful occupation. There were 121 women, or 12.5 per cent, who were formerly engaged in domestic or personal service. Thirty-two women, most of whom have been teachers, are classed under "Professional Service." Only six persons, all women, were formerly engaged in agricultural occupations. Thirty-nine of the 122 male home workers who reported having had a previous occupation had worked in factories in the same industry. There were 821 persons, including only 25 males, who had had no previous gainful occupation. The proportions are approximately the same among the various industries.

The following table shows the number of home workers in the various industries who received training, either from employers or from other persons, the number who received their training from previous employment in factory work, and the number who reported that no training was necessary for the kind of work which they were doing.

TABLE 15. — *Training Received by Home Workers: By Industries.*

INDUSTRIES.	Total Number of Home Workers	NUMBER OF WORKERS WHO RECEIVED TRAINING —			Number report- ing no Training Neces- sary	Number not re- porting as to Training Re- ceived
		FREE		From Previous Work in Factory		
		From Employer	From Others			
All Industries.	2,409	364	674	147	1,087	187
<i>Wearing Apparel.</i>	<i>1,798</i>	<i>168</i>	<i>1,333</i>	<i>76</i>	<i>70</i>	<i>101</i>
Clothing, men's — coats and pants, . . .	139	4	81	23	2	19
Clothing, men's — shirts and pajamas, . . .	44	8	21	2	1	12
Clothing, women's — machine-made, . . .	36	2	11	1	10	2
Clothing, women's — hand-work, . . .	76	2	51	1	12	10
Garters, suspenders, and elastic woven goods, . . .	51	12	24	—	15	—
Hosiery and machine-knit goods, . . .	160	17	112	8	4	19
Neckwear, dress trimmings, and buttons, . . .	79	28	25	9	8	9
Shoes and shoe trimmings, . . .	207	88	53	25	14	27
Other wearing apparel, . . .	24	5	5	7	4	3
<i>Celluloid Goods.</i>	<i>98</i>	<i>15</i>	<i>48</i>	<i>16</i>	<i>18</i>	<i>5</i>
<i>Jewelry and Silverware.</i>	<i>2,873</i>	<i>24</i>	<i>1,143</i>	<i>37</i>	<i>54</i>	<i>15</i>
<i>Paper Goods.</i>	<i>2,918</i>	<i>40</i>	<i>17</i>	<i>6</i>	<i>837</i>	<i>12</i>
<i>Sporting Goods.</i>	<i>173</i>	<i>98</i>	<i>45</i>	<i>1</i>	<i>3</i>	<i>26</i>
<i>Other Industries.</i>	<i>159</i>	<i>21</i>	<i>44</i>	<i>11</i>	<i>55</i>	<i>23</i>

¹ Includes three workers who paid others for their training.

² Includes two workers who paid others for training.

³ Includes one worker who paid others for training.

The ease with which the ordinary kinds of home work are learned, and the simplicity of the processes involved are indicated by the fact that only six persons out of 2,222 who reported as to previous training received any kind of paid instruction. Nearly one-half, or 46.7 per cent, of the home workers received free training from employers before the work was

taken from the factory, or from members of their families, friends, or neighbors, who were often home workers themselves. One thousand and thirty-seven workers, or 46.7 per cent, reported "no training necessary"; the members of this group had no training for home work aside from being shown a sample or having the process demonstrated by a forewoman or contractor. One hundred and forty-seven persons learned how to perform the home work process while they were factory workers. Training of one kind or another was given the majority of the workers in each of the five principal industries except Paper Goods, where many of the processes are extremely simple. In this industry 93 per cent of the workers had no training before taking up the work.

7. YEARLY EARNINGS.

The following tables show the earnings, for the year preceding the date on which the pay-rolls were obtained, of 715 individual home workers and of 363 of this number whose payments from the factory extended nine months or more of the year for which information was secured.¹ Table 16 shows the classified annual earnings for all individual workers for whom pay-rolls were obtainable and also the classified annual earnings of those who received payments for nine months or more out of the year. Table 16A shows the data by cumulative percentages. The second part of these tables is presented in order to indicate the extent to which non-employment is a factor in relation to average earnings.

Comparison of the following tables shows that the earnings of the nine-months class were considerably higher than the general average for all workers. The difference in earnings becomes more apparent in the higher wage groups where 39 of the 42 persons who received \$200 or more for the year are found to be in the group of steady workers. These tables bring out the strongest objection to home work, which is based on the low maximum earnings. It has been argued that *even the greatest industry and diligence can not raise the earnings above a level insufficient to maintain existence*. If the wages shown in the present study are typical of those paid for home work in general throughout the Commonwealth, — as there seems to be good reason to believe, — we can be certain that only in the rarest cases does home work bring in a living wage.

¹ Pay-rolls were obtained also for 379 "group workers." The groups, including from two to nine workers, were represented by single names on the manufacturers' pay-rolls. They were not included in tables as the individual earnings could not be determined.

TABLE 16. — *Number of Individual Home Workers Earning each Classified Amount a Year: By Industries.*

All Individual Home Workers.

INDUSTRIES.	Total Number of Indi- vidual Work- ers	Num- ber Re- port- ing Earn- ings	NUMBER OF INDIVIDUAL HOME WORKERS EARNING EACH CLASSIFIED AMOUNT A YEAR							
			Less than \$25	\$25 to \$49.99	\$50 to \$99.99	\$100 to \$149.99	\$150 to \$199.99	\$200 to \$249.99	\$250 to \$299.99	\$300 and over
All Industries.	996	715	298	145	196	83	41	14	12	16
<i>Wearing Apparel.</i>	<i>530</i>	<i>343</i>	<i>95</i>	<i>65</i>	<i>85</i>	<i>46</i>	<i>23</i>	<i>9</i>	<i>7</i>	<i>19</i>
Clothing, men's — coats and pants,	92	18	6	3	5	1	—	2	1	—
Clothing, men's — shirts and pa- jamas,	32	30	1	4	11	2	5	3	1	3
Clothing, women's — machine- made,	10	7	4	—	2	—	1	—	—	—
Clothing, women's — hand-work,	72	7	1	1	1	2	1	—	1	—
Garters, suspenders, and elastic woven goods,	6	5	5	—	—	—	—	—	—	—
Hosiery and machine-knit goods,	115	95	20	18	40	16	1	—	—	—
Neckwear, dress trimmings, and buttons,	49	37	15	9	5	3	2	1	—	2
Shoes and shoe trimmings,	132	126	37	28	15	19	13	3	4	7
Other wearing apparel,	22	17	6	2	6	3	—	—	—	—
<i>Celluloid Goods.</i>	<i>36</i>	<i>36</i>	<i>18</i>	<i>9</i>	<i>4</i>	<i>8</i>	<i>2</i>	<i>1</i>	<i>—</i>	<i>—</i>
<i>Jewelry and Silverware.</i>	<i>163</i>	<i>111</i>	<i>55</i>	<i>13</i>	<i>23</i>	<i>9</i>	<i>3</i>	<i>2</i>	<i>3</i>	<i>3</i>
<i>Paper Goods.</i>	<i>78</i>	<i>63</i>	<i>18</i>	<i>13</i>	<i>11</i>	<i>9</i>	<i>7</i>	<i>2</i>	<i>1</i>	<i>1</i>
<i>Sporting Goods.</i>	<i>106</i>	<i>102</i>	<i>15</i>	<i>25</i>	<i>48</i>	<i>12</i>	<i>1</i>	—	1	—
<i>Other Industries.</i>	<i>94</i>	<i>62</i>	<i>7</i>	<i>20</i>	<i>25</i>	<i>5</i>	<i>5</i>	—	—	—

Individual Home Workers Employed for Nine Months or Over.

All Industries.	—	363	15	59	162	69	39	13	11	15
<i>Wearing Apparel.</i>	—	<i>167</i>	<i>6</i>	<i>21</i>	<i>63</i>	<i>37</i>	<i>23</i>	<i>8</i>	<i>7</i>	<i>12</i>
Clothing, men's — coats and pants,	—	8	—	1	3	1	—	2	1	—
Clothing, men's — shirts and pa- jamas,	—	25	—	1	10	2	5	3	1	3
Clothing, women's — machine- made,	—	2	—	—	1	—	1	—	—	—
Clothing, women's — hand-work,	—	5	—	—	1	2	1	—	1	—
Garters, suspenders, and elastic woven goods,	—	—	—	—	—	—	—	—	—	—
Hosiery and machine-knit goods,	—	61	5	11	30	14	1	—	—	—
Neckwear, dress trimmings, and buttons,	—	11	—	2	2	3	2	—	—	2
Shoes and shoe trimmings,	—	54	1	5	6	15	13	3	4	7
Other wearing apparel,	—	1	—	1	—	—	—	—	—	—
<i>Celluloid Goods.</i>	—	<i>9</i>	—	<i>2</i>	<i>2</i>	<i>2</i>	<i>2</i>	<i>1</i>	—	—
<i>Jewelry and Silverware.</i>	—	<i>35</i>	<i>1</i>	<i>4</i>	<i>17</i>	<i>6</i>	<i>1</i>	<i>2</i>	<i>2</i>	<i>2</i>
<i>Paper Goods.</i>	—	<i>34</i>	<i>1</i>	<i>8</i>	<i>7</i>	<i>7</i>	<i>7</i>	<i>2</i>	<i>1</i>	<i>1</i>
<i>Sporting Goods.</i>	—	<i>81</i>	<i>7</i>	<i>17</i>	<i>43</i>	<i>12</i>	<i>1</i>	—	1	—
<i>Other Industries.</i>	—	<i>37</i>	—	<i>7</i>	<i>20</i>	<i>5</i>	<i>5</i>	—	—	—

TABLE 16A. — *Percentage of Individual Home Workers Earning less than Specified Amount a Year: By Industries.*

All Individual Home Workers.

INDUSTRIES.	Total Number of Individual Workers	Number Reporting Earnings	PERCENTAGE OF INDIVIDUAL HOME WORKERS EARNING A YEAR —							
			Less than \$25	Less than \$50	Less than \$100	Less than \$150	Less than \$200	Less than \$250	Less than \$300	Less than \$350
All Industries.	996	715	29.1	49.4	76.3	83.4	94.1	96.1	97.8	99.0
Wearing Apparel.	530	348	27.8	46.8	71.6	85.1	91.8	94.4	98.6	98.8
Clothing, men's — coats and pants,	92	18	33.3	50.0	77.8	83.3	83.3	94.4	100.0	100.0
Clothing, men's — shirts and pajamas,	32	30	3.3	16.7	53.3	60.0	76.7	86.7	90.0	96.7
Clothing, women's — machine-made,	10	7	57.1	57.1	85.7	85.7	100.0	100.0	100.0	100.0
Clothing, women's — hand-work,	72	7	14.3	28.6	42.9	71.4	85.7	85.7	100.0	100.0
Garters, suspenders, and elastic woven goods,	6	5	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hosiery and machine-knit goods,	115	95	21.1	40.0	82.1	98.9	100.0	100.0	100.0	100.0
Neckwear, dress trimmings, and buttons,	49	37	40.5	64.9	78.4	86.5	91.9	94.6	94.6	100.0
Shoes and shoe trimmings,	132	126	29.4	51.6	63.5	78.6	88.9	91.3	94.4	96.0
Other wearing apparel,	22	17	35.3	47.1	82.4	100.0	100.0	100.0	100.0	100.0
Celluloid Goods.	36	36	50.0	75.0	96.1	91.7	97.2	100.0	100.0	100.0
Jewelry and Silverware.	153	111	49.5	61.3	82.0	90.1	92.8	94.6	97.3	98.1
Paper Goods.	73	62	29.0	60.0	67.7	82.3	93.5	98.8	98.4	100.0
Sporting Goods.	105	102	14.7	39.2	86.3	98.0	99.0	99.0	100.0	100.0
Other Industries.	94	62	11.3	45.5	83.8	91.9	100.0	100.0	100.0	100.0

Individual Home Workers Employed Nine Months or Over.

All Industries.	-	263	4.1	29.4	59.5	73.5	89.3	92.3	95.9	98.1
Wearing Apparel.	-	167	3.6	16.2	47.9	70.1	83.8	88.6	98.8	98.4
Clothing, men's — coats and pants,	-	8	-	12.5	50.0	62.5	62.5	87.5	100.0	100.0
Clothing, men's — shirts and pajamas,	-	25	-	4.0	44.0	52.0	72.0	84.0	88.0	96.0
Clothing, women's — machine-made,	-	2	-	-	50.0	50.0	100.0	100.0	100.0	100.0
Clothing, women's — hand-work,	-	5	-	-	20.0	60.0	80.0	80.0	100.0	100.0
Garters, suspenders, and elastic woven goods,	-	-	-	-	-	-	-	-	-	-
Hosiery and machine-knit goods,	-	61	8.2	26.2	75.4	96.4	100.0	100.0	100.0	100.0
Neckwear, dress trimmings, and buttons,	-	11	-	18.2	36.4	63.6	81.8	81.8	81.8	100.0
Shoes and shoe trimmings,	-	54	1.9	11.1	22.2	50.0	74.1	79.6	87.0	90.7
Other wearing apparel,	-	1	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Celluloid Goods.	-	9	-	22.2	44.4	66.7	88.9	100.0	100.0	100.0
Jewelry and Silverware.	-	35	2.9	14.3	68.9	80.0	88.9	88.6	94.3	97.1
Paper Goods.	-	34	2.9	26.5	47.1	67.6	88.3	94.1	97.1	100.0
Sporting Goods.	-	81	8.6	26.6	82.7	97.5	98.8	98.8	100.0	100.0
Other Industries.	-	37	-	18.9	73.0	86.5	100.0	100.0	100.0	100.0

8. EXTENT OF NON-EMPLOYMENT.

Closely related to earnings and indicative of their real significance for the worker is the duration or regularity of employment. The following table shows the number of families earning specified amounts who were employed 12 months of the year preceding the date on which pay-rolls were obtained, the number who were without employment for specified periods, and the number who began home work less than one year prior to the dates on which pay-rolls were obtained.

TABLE 17. — *Annual Earnings and Duration of Non-employment for Families of Home Workers in All Industries.*

ANNUAL EARNINGS FROM HOME WORK.	Total Number of Families	Number Employed 12 Months	NUMBER NOT EMPLOYED —					Number who started Home Work after beginning of Year
			Less than Three Months	Three Months and Less than Six	Six Months and Less than Nine	Nine Months and Less than 12	Months not Stated	
All Families.	1,450	417	192	214	228	117	92	190
Less than \$25.	305	8	8	18	79	70	22	100
\$25 and less than \$50.	223	32	30	58	61	10	-	32
\$50 and less than \$100.	295	127	55	64	32	1	2	14
\$100 and less than \$150.	128	77	20	13	5	-	2	2
\$150 and less than \$200.	68	47	14	6	1	-	-	-
\$200 and less than \$250.	22	13	6	1	-	-	-	2
\$250 and less than \$300.	24	20	2	1	1	-	-	-
\$300 and less than \$350.	13	9	2	-	1	-	-	1
\$350 and less than \$400.	9	6	1	2	-	-	-	-
\$400 and less than \$450.	4	3	-	1	-	-	-	-
\$450 and less than \$500.	-	-	-	-	-	-	-	-
\$500 and over.	3	2	-	1	-	-	-	-
Earnings not reported.	356	73	45	40	48	36	66	30

Conclusions as to the social significance attaching to the extent of non-employment should not, however, be drawn too hastily. The reasons for non-employment, the time spent each day in the work, the other resources of the families concerned, are only a few of the matters which may properly be taken into account before a verdict is pronounced for the abolition of the system.

A conspicuous feature of home work in all of the industries studied is the irregularity of employment. In the study of the preceding table the difficulties which the pay-rolls for home workers presented should be borne in mind. In some cases, data for the full year were unavailable, and in others our agents could not be sure that a person apparently idle was not working under another pay-roll number, or perhaps working with a group of persons who might be represented by a second person on the pay-roll from time to time.¹ In spite of the insufficiency of the pay-roll data, however, the information which was secured concerning non-employment has sufficient corroboration in the testimony of the workers to demonstrate the large amount of idleness which, for one reason or another, seems to be the inevitable concomitant of home work. The preceding table, which was compiled from the pay-rolls, shows that only about one-half of the workers whose records were available worked nine months or more out of the 12.

The explanations of the irregularity of employment, as they were

¹ In such cases the schedules relating to the earnings of the workers were discarded.

given by the workers, are reflected in the following table which clearly shows that the responsibility lies only partly with the industries concerned and that the preference of the worker is a factor which must always be taken into consideration. The table shows the number of families of home workers who were idle for the specified causes for the specified periods.

TABLE 18. — *Extent and Causes of Non-employment for Families of Home Workers in All Industries.*

CAUSES OF NON-EMPLOYMENT:	Total Number of Families	Number Employed 12 Months	NUMBER NOT EMPLOYED —					Number who started Home Work after beginning of Year
			Less than Three Months	Three Months and Less than Six	Six Months and Less than Nine	Nine Months and Less than 12	Months not Stated	
All Causes.	1,450	417	192	214	228	117	92	196
<i>Enforced Idleness due to an Industrial Cause,</i>	431	—	106	123	123	62	18	—
Dull season,	400	—	102	113	111	57	17	—
Other employment,	19	—	2	4	7	5	1	—
Strikes,	12	—	2	6	4	—	—	—
Illness,	73	—	17	23	21	7	5	—
Voluntary Idleness,	124	—	23	33	36	24	8	—
Change of Residence,	5	—	—	1	3	1	—	—
Started Home Work after beginning of Year,	190	—	—	—	—	—	—	190
Other Causes,	11	—	4	—	3	4	—	—
Employed 12 Months,	417	417	—	—	—	—	—	—
Causes not reported,	199	—	42	34	43	19	61	—

Seasonal fluctuations in the home-work trades register their effects immediately upon the employment of the workers. The long and frequent periods of idleness are more often caused by dull seasons than by all the other causes combined, as shown by the large number of workers (400) who were absent for this reason. Only about one-fifth (19.3 per cent) of the workers who spoke of their long periods of idleness were out of work through their own preference. These mentioned such reasons as the following: "I had a quarrel with the forelady and I wouldn't work for her any longer"; "The children take too much time"; "I can't do home work"; and "You get tired of the work so soon." A considerable number, 190, had been at work only a few months at the time of the investigator's visits, and consequently reported somewhat extended periods of idleness which were due merely to their late entrance into the trade. Such causes as strikes and illness appear infrequently. Only one person was idle on account of the revocation of a license; in this case it was revoked because she had persisted in working on articles of wearing apparel in her kitchen.

9. YEARLY EARNINGS IN RELATION TO AGE AND EXPERIENCE.

The following tables show the earnings by age groups, for the year preceding the date on which the pay-rolls were obtained, of 715 individual home workers and of 363 of this number whose payments from the factory extended over nine months or more in the year for which information was secured.¹

Table 19 shows the classified annual earnings for 715 individual home workers for whom pay-rolls were obtainable, and also the classified annual earnings of the 363 workers who received payments for nine months or more out of the year. Table 19A shows the data by cumulative percentages. The second part of these tables is presented in order to indicate the extent to which non-employment is a factor in relation to average earnings.

TABLE 19. *Number of Individual Home Workers Earning each Classified Amount a Year: By Age Groups.*

All Individual Home Workers.

AGE GROUPS.	Total Number of Individual Work- ers	Num- ber Re- port- ing Earn- ings	NUMBER OF INDIVIDUAL HOME WORKERS EARNING EACH CLASSIFIED AMOUNT A YEAR —							
			Less than \$25	\$25 to \$49.99	\$50 to \$99.99	\$100 to \$149.99	\$150 to \$199.99	\$200 to \$249.99	\$250 to \$299.99	\$300 and over
All Ages.	996	715	308	145	196	83	41	14	12	16
Under 18 years.	15	13	9	2	—	1	—	1	—	—
18 to 20 years.	27	19	7	3	2	5	1	1	—	—
21 to 24 years.	63	36	21	4	7	3	1	—	—	—
25 to 29 years.	128	80	28	16	17	12	4	—	1	2
30 to 34 years.	123	86	23	17	26	8	5	2	2	3
35 to 39 years.	143	106	28	27	31	13	3	1	2	2
40 to 44 years.	136	100	28	18	33	12	8	1	—	—
45 to 49 years.	76	63	18	13	19	7	3	1	1	1
50 to 54 years.	61	49	16	11	10	4	4	2	1	1
55 to 59 years.	48	38	8	4	15	4	3	2	1	1
60 years and over.	112	91	14	22	26	9	7	3	4	6
Age not reported.	54	34	8	8	10	5	2	—	1	—

Individual Home Workers Employed for Nine Months or Over.

All Ages.	—	363	15	59	142	69	39	13	11	15
Under 18 years.	—	2	—	—	—	1	—	1	—	—
18 to 20 years.	—	9	—	1	2	5	1	—	—	—
21 to 24 years.	—	10	1	3	4	2	—	—	—	—
25 to 29 years.	—	32	1	5	11	9	4	—	1	1
30 to 34 years.	—	44	1	5	19	7	5	2	2	3
35 to 39 years.	—	50	4	11	18	11	2	1	1	2
40 to 44 years.	—	52	2	6	24	11	8	1	—	—
45 to 49 years.	—	31	—	6	14	5	3	1	1	1
50 to 54 years.	—	26	3	3	9	3	4	2	1	1
55 to 59 years.	—	28	1	3	13	4	3	2	1	1
60 years and over.	—	64	2	15	20	7	7	3	4	6
Age not reported.	—	15	—	1	8	4	2	—	—	—

¹ Pay-rolls were obtained also for 379 "group workers." The groups, including from two to nine workers, were represented by single names on the manufacturers' pay-rolls. They were not included in the tables as the individual earnings could not be determined.

TABLE 19A. — *Percentage of Individual Home Workers Earning less than Specified Amount a Year: By Age Groups.*

All Individual Home Workers.

AGE GROUPS.	Total Number of Individual Workers	Number Reporting Earnings	PERCENTAGE OF INDIVIDUAL HOME WORKERS EARNING A YEAR —							
			Less than \$25	Less than \$50	Less than \$100	Less than \$150	Less than \$200	Less than \$250	Less than \$300	Less than \$350
All Ages.	296	715	29.1	49.4	76.8	83.4	94.1	96.1	97.8	99.0
Under 18 years,	15	13	60.2	84.6	84.6	92.3	92.3	100.0	100.0	100.0
18 to 20 years,	27	19	36.8	52.6	63.2	89.5	94.7	100.0	100.0	100.0
21 to 24 years,	63	36	58.3	69.4	88.9	97.2	100.0	100.0	100.0	100.0
25 to 29 years,	128	80	35.0	55.0	76.3	91.3	96.3	96.3	97.5	100.0
30 to 34 years,	133	86	26.7	46.5	76.7	86.0	91.9	94.2	96.5	98.8
35 to 39 years,	143	106	26.4	51.9	81.1	93.4	96.2	97.2	98.1	99.1
40 to 44 years,	126	100	28.0	46.0	79.0	91.0	99.0	100.0	100.0	100.0
45 to 49 years,	76	68	28.6	49.2	79.4	90.5	95.2	96.8	98.4	100.0
50 to 54 years,	61	49	32.7	55.1	75.5	83.7	91.8	95.9	98.0	100.0
55 to 59 years,	48	38	31.1	51.6	71.1	81.6	89.5	94.7	97.4	100.0
60 years and over,	112	91	16.4	39.6	68.1	78.0	85.7	89.0	93.4	94.5
Age not reported,	54	34	23.5	47.1	76.5	91.2	97.1	97.1	100.0	100.0

Individual Home Workers Employed for Nine Months or Over.

All Ages.		263	4.1	39.4	59.5	78.5	89.3	92.3	95.9	96.1
Under 18 years,	—	2	—	—	—	50.0	50.0	100.0	100.0	100.0
18 to 20 years,	—	9	—	11.1	33.3	88.9	100.0	100.0	100.0	100.0
21 to 24 years,	—	10	10.0	40.0	80.0	100.0	100.0	100.0	100.0	100.0
25 to 29 years,	—	32	31.2	18.8	53.1	81.3	93.8	93.8	96.9	100.0
30 to 34 years,	—	44	2.3	13.6	56.8	72.7	84.1	88.6	93.2	97.7
35 to 39 years,	—	50	8.0	30.0	66.0	88.0	92.0	94.0	96.0	98.0
40 to 44 years,	—	52	3.8	15.4	61.5	82.7	98.1	100.0	100.0	100.0
45 to 49 years,	—	31	—	19.4	64.5	80.6	90.3	93.5	96.8	100.0
50 to 54 years,	—	26	11.5	23.1	57.7	69.2	84.6	92.3	96.2	100.0
55 to 59 years,	—	28	3.6	14.3	60.7	75.0	85.7	92.9	96.4	100.0
60 years and over,	—	64	3.1	26.6	57.8	68.8	79.7	84.4	90.6	92.2
Age not reported,	—	15	—	6.7	60.0	86.7	100.0	100.0	100.0	100.0

In comparatively unskilled processes, such as the majority of those under consideration in the present study, the effect of long experience upon the individual's earnings is not so marked as it would inevitably be in occupations requiring a higher degree of skill. Thirty-three per cent of the workers in the following table had five years' experience or more, but their earnings, although in general higher than those of the other groups, show no marked difference.

It is probably true that the failure of long experience to provide large earnings is due not so much to maladjustments in the labor situation as to the character of the work itself and the fact that the families in which it is done do not expect it to furnish a complete support.

TABLE 20. — *Years of Experience and Annual Earnings of Individual Home Workers in All Industries.*

ANNUAL EARNINGS FROM HOME WORK.	Total Number of Individual Home Workers	NUMBER HAVING EXPERIENCE OF —					Number not reporting Years of Experience
		Less than One Year	One Year and Less than Five	Five Years and Less than Ten	Ten Years and Less than Twenty	Twenty Years and Over	
All Individual Home Workers.	996	154	450	171	180	36	75
Less than \$25.	208	61	88	25	14	3	17
\$25 and less than \$50.	145	21	60	35	18	2	9
\$50 and less than \$100.	196	8	95	45	24	8	16
\$100 and less than \$150.	83	1	42	12	16	7	5
\$150 and less than \$200.	41	—	19	7	12	1	2
\$200 and less than \$250.	14	2	8	2	1	1	—
\$250 and less than \$300.	12	—	2	8	—	—	2
\$300 and less than \$350.	9	1	4	4	—	—	—
\$350 and less than \$400.	5	—	—	1	3	1	—
\$400 and less than \$450.	2	—	—	2	—	—	—
Earnings not reported.	281	60	142	30	12	13	24

10. INCOME FROM OTHER SOURCES.

The low earnings of home workers and the large extent of non-employment have been shown in previous tables. It is important in connection with these facts to form an estimate of the size of the outside incomes of the families concerned, in order to determine whether home work is the source of a large or small part of the total income. The following table shows the number of families with annual incomes exclusive of home work classified by the annual earnings from home work.

TABLE 21. — *Annual Earnings of Families from Home Work and from Other Sources: All Industries.*

ANNUAL EARNINGS FROM HOME WORK.	Total Number of Families	NUMBER HAVING ANNUAL INCOME EXCLUSIVE OF HOME WORK OF —							Number not reporting Income	Number dependent on Home Work only
		Under \$50	\$50 and under \$250	\$250 and under \$500	\$500 and under \$750	\$750 and under \$1,000	\$1,000 and under \$1,250	\$1,250 and over		
Totals.	1,450	1	41	156	290	296	163	177	283	26
Under \$25.	305	—	3	25	65	63	38	44	67	—
\$25 and under \$50.	223	—	6	16	45	47	36	21	51	1
\$50 and under \$100.	295	—	9	22	60	74	33	45	45	7
\$100 and under \$150.	128	—	2	19	26	27	15	14	22	3
\$150 and under \$200.	68	—	4	7	10	16	4	11	14	2
\$200 and under \$250.	22	—	3	2	2	2	3	4	4	2
\$250 and under \$300.	24	1	2	—	3	3	1	5	4	5
\$300 and under \$350.	13	—	—	—	3	—	—	2	4	4.
\$350 and under \$400.	9	—	1	1	—	1	—	—	2	3
\$400 and under \$450.	4	—	—	—	2	—	—	—	1	1
\$450 and over.	3	—	—	—	1	1	—	—	—	1
Earnings not reported.	356	—	11	63	82	61	32	31	60	7

From the testimony of the home workers who were personally visited, it was possible to estimate the annual incomes, exclusive of home work,

of 1,131 families. In each case the workers specified the income of the family from each member, giving the occupation in which he or she was engaged. It is possible that the incomes were placed too high in some cases, as the agents had good reason to believe that the principal wage-earners in several families were subject to periods of non-employment which the persons interviewed were disinclined to mention. However, even with the allowances which must be made for cases of this kind, the annual incomes of the majority of families reach a fairly high level. More than one-half (56.1 per cent) of the families interviewed reported an income (exclusive of home work) of \$750 or more a year; and in the case of 15.7 per cent of the whole number this income reached \$1,250 a year, or even higher. On the other hand, 43.9 per cent had an annual income outside of home work of less than \$750, and in several cases the supplementary earnings from home work were also so low that it is difficult to imagine how any family or individual could manage to exist on so small an amount. There were 36 families entirely dependent upon home work for support. It is noticeable that the amount of home-work earnings shows no constant relation to the size of the family's outside income; evidently we can not assume that the poor family gives more time and effort to home work than the comfortably situated family. The really significant feature of the table is the surprisingly high level of total incomes which it reveals.

In the following table the data in regard to the sources of outside incomes are brought together for the 1,131 families which supplied this information.

TABLE 22. — *Sources of Income Exclusive of Home Work for Families in All Industries.*

SOURCES OF INCOME.	Total Number of Families	NUMBER WITH INCOME EXCLUSIVE OF HOME WORK OF —								Number De- pend- ent on Home Work only
		Less than \$50	\$50 and less than \$250	\$250 and less than \$500	\$500 and less than \$750	\$750 and less than \$1,000	\$1,000 and less than \$1,250	\$1,250 and Over	In- come not Stated	
All Sources.	1,450	1	41	155	239	295	163	177	233	36
Agriculture,	8	—	—	—	1	—	1	—	6	—
Boarders and lodgers,	63	1	9	12	6	13	1	12	9	—
Building trades,	96	—	—	4	19	27	17	16	12	—
Domestic and personal service, . .	80	—	2	12	23	12	9	6	16	—
Laborers, unskilled,	79	—	4	46	19	5	1	3	1	—
Manufacturing — same industry, . .	157	—	1	10	25	44	20	34	23	—
Manufacturing — other industries, .	304	—	2	35	89	76	36	26	40	—
Private income, ¹	67	—	15	6	3	—	—	4	39	—
Professional service,	16	—	—	4	1	1	3	3	4	—
Rent or income from property owned,	22	—	6	4	1	1	1	5	4	—
Trade and transportation,	248	—	2	12	68	65	32	28	41	—
Source not reported,	275	—	—	10	44	51	42	40	88	—
Dependent on home work only, . .	36	—	—	—	—	—	—	—	—	36

¹ Includes pensions, relief from city, town, societies, etc., and alimony.

The main source of outside income in the families of home workers was the factory. Not only the father of the family, but the children who have reached the age of 14 seem to turn to factory employment as an occupation which requires little training and will yield a regular weekly wage from the beginning.

11. HOURLY EARNINGS.¹

The percentage of home workers earning less than specified hourly amounts in each of the home work industries is shown in the table which follows.

TABLE 23. — *Percentage of Home Workers Earning*

	INDUSTRIES.	Total Number of Home Workers	Num- ber who re- ported Hourly Earn- ings	PERCENTAGES OF HOME				
				Less than 4 cents	Less than 5 cents	Less than 6 cents	Less than 7 cents	Less than 8 cents
1	All Industries.	2,400	1,067	11.6	22.5	34.7	46.4	50.0
2	<i>Wearing Apparel.</i>	<i>798</i>	<i>434</i>	<i>6.0</i>	<i>19.6</i>	<i>36.6</i>	<i>49.5</i>	<i>55.8</i>
3	Clothing, men's—coats and pants, . . .	129	103	1.9	8.7	31.1	52.4	59.3
4	Clothing, men's—shirts and pajamas, . .	44	18	—	—	5.6	16.7	16.7
5	Clothing, women's—machine-made, . . .	26	10	—	20.0	40.0	40.0	40.0
6	Clothing, women's—hand-work, . . .	76	24	12.5	16.7	41.7	41.7	50.0
7	Garters, suspenders, and elastic woven goods, .	51	20	—	20.0	35.0	40.0	60.0
8	Hosiery and machine-knit goods, . . .	160	79	12.7	35.4	57.0	66.4	72.2
9	Neckwear, dress trimmings, and buttons, .	79	47	4.3	10.6	25.5	34.0	38.3
10	Shoes and shoe trimmings, . . .	207	118	7.6	27.1	38.1	51.7	60.2
11	Other wearing apparel, . . .	24	15	—	6.7	20.0	33.3	33.3
12	<i>Celluloid Goods.</i>	<i>96</i>	<i>51</i>	<i>—</i>	<i>—</i>	<i>2.0</i>	<i>3.9</i>	<i>5.9</i>
13	<i>Jewelry and Silverware.</i>	<i>273</i>	<i>160</i>	<i>4.4</i>	<i>9.4</i>	<i>19.4</i>	<i>28.5</i>	<i>25.6</i>
14	<i>Paper Goods.</i>	<i>912</i>	<i>222</i>	<i>36.0</i>	<i>49.5</i>	<i>59.0</i>	<i>78.8</i>	<i>79.3</i>
15	<i>Sporting Goods.</i>	<i>173</i>	<i>130</i>	<i>6.8</i>	<i>17.7</i>	<i>30.0</i>	<i>39.8</i>	<i>41.5</i>
16	<i>Other Industries.</i>	<i>159</i>	<i>70</i>	<i>4.3</i>	<i>10.0</i>	<i>12.9</i>	<i>22.9</i>	<i>25.7</i>

Hourly earnings for all industries were not concentrated around any given rate. In general, however, the high percentages were found in the lower part of the wage scale; 50.0 per cent of the whole number earned less than eight cents an hour. The percentages receiving less than eight

¹ The hourly earnings were computed from piece-rates and the rate of work for individual workers. The rate of work was calculated from the length of time required to do a given piece of work; that is, it takes the worker 20 minutes to crochet a given medallion, her rate of work is three medallions an hour; if she is paid eight cents for a medallion, her hourly earnings are then estimated as 24 cents.

cents an hour in the five principal industries were as follows: Paper Goods, 79.3 per cent; Wearing Apparel, 55.8 per cent; Sporting Goods, 41.5 per cent; Jewelry and Silverware, 25.6 per cent; and Celluloid Goods, 5.9 per cent.

The extremely unskilled and simple processes on Paper Goods bring the low rate of pay indicated in the table. Work on jewelry, on the other hand, is shown as a comparatively well-paid occupation on account of the large number of chainmakers, performing a difficult and well-paid process, who were included in the study. The rate on Celluloid Goods is kept high

Less than Specified Amounts an Hour: By Industries.

WORKERS EARNING AN HOUR —

Less than 9 cents	Less than 10 cents	Less than 11 cents	Less than 12 cents	Less than 13 cents	Less than 14 cents	Less than 15 cents	Less than 16 cents	Less than 17 cents	Less than 18 cents	Less than 19 cents	Less than 20 cents	
61.3	65.5	76.3	77.7	82.0	84.8	86.7	91.8	92.9	93.8	94.9	95.5	1
66.0	71.4	77.6	79.3	83.4	85.0	87.1	90.8	92.4	92.9	94.5	95.4	2
71.8	83.3	90.3	91.3	95.1	96.1	100.0	100.0	100.0	100.0	100.0	100.0	3
16.7	16.7	50.0	50.0	55.6	55.6	61.1	77.8	77.8	77.8	77.8	77.8	4
60.0	60.0	70.0	70.0	90.0	90.0	90.0	90.0	90.0	90.0	100.0	100.0	5
54.2	54.2	70.8	70.8	75.0	79.2	87.5	95.8	95.8	95.8	100.0	100.0	6
90.0	90.0	90.0	90.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	7
75.9	77.2	81.0	81.0	82.3	86.1	87.3	87.3	93.7	94.9	97.5	97.5	8
51.1	55.3	74.5	78.7	80.9	83.0	85.1	89.4	91.5	91.5	93.6	93.6	9
65.3	72.0	72.9	75.4	80.5	80.5	80.5	86.4	87.3	88.1	89.8	93.2	10
46.7	46.7	53.3	60.0	60.0	66.7	66.7	80.0	80.0	80.0	80.0	80.0	11
11.8	13.7	47.1	47.1	66.7	70.6	74.5	84.3	84.3	84.3	84.3	84.3	12
33.1	33.8	55.0	58.8	63.8	67.5	70.6	85.0	86.3	90.6	92.5	93.8	13
36.5	38.3	91.0	91.0	93.7	95.9	95.9	97.7	97.7	98.8	99.1	99.1	14
68.5	69.8	92.3	93.1	93.1	96.9	96.9	99.8	100.0	100.0	100.0	100.0	15
45.7	48.6	61.4	62.9	68.6	75.7	81.4	87.1	88.6	88.6	88.6	88.6	16

an account of the recent development of the industry, and the fact that the work is done principally by factory employees, working at home after factory hours, who demand a rate of pay which approaches the factory rate.

The large number of foreign-born home workers makes desirable an analysis of wage data by nativity. The following table shows the percentage of home workers earning less than the specified hourly amounts classified by nativity.

TABLE 24. — *Percentage of Home Workers Earning*

	NATIVITY OF HOME WORKERS.	Total Number of Home Workers	Num- ber who re- ported Hourly Earn- ings	PERCENTAGES OF HOME				
				Less than 4 cents	Less than 5 cents	Less than 6 cents	Less than 7 cents	Less than 8 cents
1	Totals.	2,469	1,067	11.6	22.5	34.7	46.4	50.9
2	<i>Native-born.</i>	<i>1,115</i>	<i>594</i>	<i>11.3</i>	<i>23.9</i>	<i>34.8</i>	<i>44.3</i>	<i>47.8</i>
3	Native-born of native father,	606	363	8.8	18.7	30.0	39.7	44.1
4	Native-born of foreign father,	411	214	13.1	30.4	40.7	50.0	52.3
5	Native-born, place of birth of father unknown,	97	17	41.2	52.9	64.7	70.6	70.6
6	<i>Foreign-born.</i>	<i>783</i>	<i>449</i>	<i>11.4</i>	<i>20.3</i>	<i>33.6</i>	<i>47.7</i>	<i>51.7</i>
7	Armenia,	32	19	15.8	31.6	52.6	73.7	89.5
8	Canada (French),	112	68	8.9	14.7	22.1	29.4	33.8
9	Canada (Other),	100	50	8.0	14.0	22.0	42.0	44.0
10	England,	45	27	14.8	22.2	40.7	44.4	48.1
11	Germany,	17	11	—	18.2	18.2	27.3	27.3
12	Ireland,	164	85	24.7	31.8	41.2	55.3	61.2
13	Italy,	212	127	5.5	13.4	33.9	53.5	57.5
14	Sweden,	18	11	9.1	27.3	36.4	45.5	45.5
15	Other foreign countries,	83	51	9.8	25.5	39.2	47.1	47.1
16	<i>Nativity Not Reported.</i>	<i>513</i>	<i>24</i>	<i>25.0</i>	<i>29.2</i>	<i>50.0</i>	<i>75.0</i>	<i>75.0</i>

It appears that 50 per cent of all the home workers earned less than eight cents an hour. The hourly earnings of the native-born workers were slightly higher than those of the foreign-born, since more than one-half (51.7 per cent) of the foreign-born earned less than eight cents an hour, while a smaller proportion (47.8 per cent) of the native-born earned less than eight cents. Among the foreign-born the Germans earned the highest hourly amounts and the Italians, Irish, and Armenians the lowest.

12. WOMEN HOME WORKERS AND DEPENDENTS.

Table 25, opposite, shows the number of women home workers 16 years of age and over who worked as individuals and who contributed toward the support of the family, and the number of dependents¹ in the family, classified by the annual earnings from home work as obtained from pay-rolls.

¹ The term "dependent" as used here means any person living with the family who did not contribute toward the support of the family.

Less than Specified Amounts an Hour: By Nativity.

WORKERS EARNING AN HOUR —

Less than 9 cents	Less than 10 cents	Less than 11 cents	Less than 12 cents	Less than 13 cents	Less than 14 cents	Less than 15 cents	Less than 16 cents	Less than 17 cents	Less than 18 cents	Less than 19 cents	Less than 20 cents	
61.3	65.5	76.3	77.7	82.6	84.8	88.7	91.8	92.9	93.8	94.9	95.5	1
53.1	60.8	71.5	72.7	78.5	81.5	83.5	90.6	91.6	92.9	94.6	95.5	2
55.9	58.7	70.2	71.3	76.6	80.7	82.6	89.3	90.4	91.7	94.2	95.0	3
60.3	63.1	72.9	74.3	80.8	81.8	84.1	92.1	93.0	94.4	94.9	95.8	4
76.5	76.5	82.4	82.4	88.2	94.1	100.0	100.0	100.0	100.0	100.0	100.0	5
64.6	71.0	82.4	84.0	86.4	88.9	90.6	93.5	94.7	95.1	95.1	95.3	6
89.5	94.7	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	7
50.0	51.5	72.1	75.0	79.4	82.4	82.4	91.2	91.2	92.6	92.6	92.6	8
52.0	56.0	72.0	72.0	76.0	82.0	82.0	84.0	90.0	90.0	90.0	90.0	9
51.9	51.9	63.0	66.7	70.4	77.8	81.5	81.5	81.5	85.2	85.2	88.9	10
36.4	45.5	45.5	54.5	54.5	54.5	63.6	63.6	72.7	72.7	72.7	72.7	11
76.5	80.0	92.9	92.9	94.1	95.3	96.5	98.8	98.8	98.8	98.8	98.8	12
70.1	83.5	89.0	89.8	92.9	93.7	96.9	98.4	98.4	98.4	98.4	98.4	13
54.5	63.6	72.7	81.8	81.8	90.9	90.9	90.9	90.9	90.9	90.9	90.9	14
68.6	74.5	86.3	88.2	88.2	90.2	92.2	96.1	98.0	98.0	98.0	98.0	15
79.8	79.8	79.8	83.3	87.5	91.7	91.7	91.7	91.7	91.7	100.0	100.0	16

TABLE 25. — *Women Home Workers 16 Years of Age and Over and Dependents.*

ANNUAL EARNINGS FROM HOME WORK.	Total Number of Women Home Workers 16 and Over	NUMBER HAVING —							Number not reporting Number of Dependents
		No Dependents	One Dependent	Two Dependents	Three Dependents	Four Dependents	Five Dependents	Six Dependents or more	
Totals.	968	362	231	173	102	47	22	23	8
Less than \$25.	203	73	45	42	17	8	10	5	3
\$25 and less than \$50.	143	59	33	12	20	10	3	5	1
\$50 and less than \$100.	196	84	42	31	20	11	3	5	—
\$100 and less than \$150.	81	29	25	13	9	1	1	2	1
\$150 and less than \$200.	37	14	11	7	4	1	—	—	—
\$200 and less than \$250.	12	7	2	3	—	—	—	—	—
\$250 and less than \$300.	7	5	—	—	1	—	1	—	—
\$300 and less than \$350.	7	3	3	1	—	—	—	—	—
\$350 and less than \$400.	2	1	1	—	—	—	—	—	—
Earnings not reported.	280	87	69	64	31	16	4	6	3

Three hundred and sixty-two, or 37.7 per cent of the individual women home workers, had no persons dependent upon them, a proportion which

is fairly uniform throughout the various wage groups and 231, or 24.1 per cent, had one dependent only. From this point the numbers steadily decreased to 23 who had six or more persons dependent upon them. The 23 persons with six or more dependents and the 22 persons with five dependents, with one exception, all fall within the four lowest wage groups. Many of these cases are those of mothers with large families of young children who can not find enough free time for home work to bring in large earnings. Evidently it is the woman with a small family and fewer domestic responsibilities who is able to secure an income from home work.

13. CHARGES ON EARNINGS.

The low rate of pay for home work is reduced still further, in some cases, by the necessity of paying charges for equipment, materials, and transportation to and from the shop or factory. The following table shows the number of families of home workers in the various industries who paid charges for equipment, material, transportation, other miscellaneous charges, and the number paying no charges.

TABLE 26. — *Families of Home Workers Paying Charges: By Industries.*

INDUSTRIES.	Total Number of Families	NUMBER PAYING CHARGES FOR —				Number paying two Charges	Number paying no Charges	Number not reporting as to Charges
		Equipment	Material	Transportation	Other			
All Industries.	1,450	506	12	318	19	125	715	9
<i>Wearing Apparel.</i>	<i>645</i>	<i>339</i>	<i>6</i>	<i>305</i>	<i>19</i>	<i>76</i>	<i>330</i>	<i>5</i>
Clothing, men's — coats and pants, . . .	109	85	—	1	—	—	22	1
Clothing, men's — shirts and pajamas, . .	36	15	—	15	—	4	9	1
Clothing, women's — machine-made, . . .	17	1	2	9	—	3	8	—
Clothing, women's — hand-work, . . .	74	29	1	61	18	42	9	—
Garters, suspenders, and elastic woven goods, . . .	21	2	—	2	—	—	17	—
Hosiery and machine-knit goods, . . .	136	62	—	8	—	2	67	1
Neckwear, dress trimmings, and buttons, .	63	—	1	53	—	1	10	—
Shoes and shoe trimmings, . . .	166	75	2	46	1	24	66	1
Other wearing apparel, . . .	23	—	—	10	—	—	12	1
<i>Celluloid Goods.</i>	<i>58</i>	<i>18</i>	—	—	—	—	45	—
<i>Jewelry and Silverware.</i>	<i>197</i>	<i>168</i>	<i>1</i>	<i>12</i>	—	<i>7</i>	<i>55</i>	—
<i>Paper Goods.</i>	<i>336</i>	<i>4</i>	<i>1</i>	<i>23</i>	—	<i>1</i>	<i>330</i>	—
<i>Sporting Goods.</i>	<i>137</i>	<i>60</i>	—	<i>39</i>	—	<i>38</i>	<i>76</i>	—
<i>Other Industries.</i>	<i>117</i>	<i>8</i>	<i>4</i>	<i>37</i>	—	<i>8</i>	<i>74</i>	<i>4</i>

¹ Includes four paying three charges.

² Includes three paying three charges.

³ Includes two paying three charges.

⁴ Includes one paying three charges.

More than one-half of the workers paid charges of one kind or another. The charges are most general among the jewelry workers, more than four-fifths of whom incurred some expense in carrying on their work, usually an expenditure of about 35 cents for pliers. In each of the other important industries, with the exception of Men's Coats and Pants, Hosiery and

Machine-knit Goods, and Shoes and Shoe Trimmings, less than one-half of the workers paid charges; in Paper Goods, where the materials are generally inexpensive and tools are seldom necessary, the workers very rarely pay charges of any kind. In general, the expenses incurred by the workers in connection with their work may be said to be of very little importance.

14. CHANGE OF EMPLOYMENT.

The following table shows the number of home workers employed at home work by more than one manufacturer, in the same or in other industries, for the specified periods during the year preceding the date the home worker was interviewed.

TABLE 27. — *Change of Employment: By Industries.*

INDUSTRIES.	Total Number of Home Workers	NUMBER EMPLOYED BY OTHER MANUFACTURERS						Num- ber not em- ployed by other Manu- fac- turers
		Less than one Month	One Month and less than Three	Three Months and less than Six	Six Months and less than Nine	Nine Months and Over	Num- ber of Months not re- ported	
All Industries.	2,409	25	39	56	12	20	71	2,186
<i>Wearing Apparel.</i>	<i>798</i>	<i>14</i>	<i>15</i>	<i>17</i>	<i>4</i>	<i>6</i>	<i>41</i>	<i>699</i>
Clothing, men's — coats and pants, . . .	129	1	—	—	—	—	5	123
Clothing, men's — shirts and pajamas, . .	44	—	1	1	—	1	2	39
Clothing, women's — machine-made, . . .	26	—	2	1	—	—	1	22
Clothing, women's — hand-work,	76	2	—	1	—	1	6	66
Garters, suspenders, and elastic woven goods,	51	4	3	7	2	—	—	35
Hosiery and machine-knit goods,	160	5	—	—	—	—	6	149
Neckwear, dress trimmings, and buttons, .	79	2	5	2	2	3	9	56
Shoes and shoe trimmings,	207	—	2	5	—	1	10	189
Other wearing apparel,	24	—	2	—	—	—	2	20
<i>Celluloid Goods.</i>	<i>98</i>	<i>3</i>	<i>7</i>	<i>14</i>	<i>—</i>	<i>—</i>	<i>6</i>	<i>66</i>
<i>Jewelry and Silverware.</i>	<i>373</i>	<i>5</i>	<i>10</i>	<i>23</i>	<i>4</i>	<i>6</i>	<i>9</i>	<i>317</i>
<i>Paper Goods.</i>	<i>913</i>	<i>1</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>5</i>	<i>3</i>	<i>904</i>
<i>Sporting Goods.</i>	<i>173</i>	<i>1</i>	<i>4</i>	<i>3</i>	<i>3</i>	<i>3</i>	<i>5</i>	<i>157</i>
<i>Other Industries.</i>	<i>159</i>	<i>1</i>	<i>3</i>	<i>1</i>	<i>3</i>	<i>1</i>	<i>3</i>	<i>143</i>

Workers seldom change to another industry, but they occasionally change work under one employer for work of the same general kind under another, the proportion varying greatly in the different industries. The percentage of the whole number of workers reporting such changes is, however, very small — less than 10 per cent. Two hundred and twenty-three workers reported some change of employment, and 152 gave the number of months which they had spent in the employ of other manufacturers. Sixty-four of these made a change which lasted less than three months. Smaller numbers had other employment for a greater length of time. Such changes may or may not mean an interval of non-employment, but in any case they show the instability of the ordinary home worker's occupation.

The following tables show the number of male and female home workers 16 years of age and over in each of the home-work industries who had

had gainful occupations other than home work and the number who had had no other gainful occupations.

TABLE 28. — FEMALE Home Workers 16 Years of Age and Over having Other Gainful Occupation: By Industries.

INDUSTRIES.	Total Number of Female Home Workers 16 and Over	NUMBER EMPLOYED IN —							Number not reporting as to other gainful Occupation
		Factory in the Industry	Other Manufacturing	Agriculture	Trade and Transportation	Domestic and Personal Service	Professional Service	No other gainful Occupation	
All Industries.	1,653	90	70	7	35	71	13	1,364	3
<i>Wearing Apparel.</i>	<i>708</i>	<i>37</i>	<i>23</i>	<i>6</i>	<i>11</i>	<i>28</i>	<i>9</i>	<i>601</i>	<i>3</i>
Clothing, men's—coats and pants,	119	15	8	—	—	—	—	96	—
Clothing, men's—shirts and pajamas,	40	1	2	—	—	2	—	33	2
Clothing, women's—machine-made,	23	1	2	—	—	—	1	18	1
Clothing, women's—hand-work,	76	1	—	—	2	5	1	67	—
Garters, suspenders, and elastic woven goods,	23	1	—	—	1	1	—	20	—
Hosiery and machine-knit goods,	156	2	4	3	4	4	2	137	—
Neckwear, dress trimmings, and buttons,	75	—	5	—	1	8	1	60	—
Shoes and shoe trimmings,	173	6	2	—	2	7	3	153	—
Other wearing apparel,	23	—	—	3	1	1	1	17	—
<i>Celluloid Goods.</i>	<i>66</i>	<i>13</i>	<i>2</i>	—	<i>2</i>	<i>2</i>	—	<i>47</i>	—
<i>Jewelry and Silverware.</i>	<i>208</i>	<i>16</i>	<i>2</i>	—	<i>4</i>	<i>4</i>	<i>3</i>	<i>179</i>	—
<i>Paper Goods.</i>	<i>383</i>	<i>26</i>	<i>35</i>	—	<i>11</i>	<i>21</i>	—	<i>290</i>	—
<i>Sporting Goods.</i>	<i>155</i>	—	<i>6</i>	<i>1</i>	<i>2</i>	<i>10</i>	—	<i>138</i>	—
<i>Other Industries.</i>	<i>133</i>	<i>8</i>	<i>2</i>	—	<i>5</i>	<i>6</i>	<i>1</i>	<i>111</i>	—

TABLE 29. — MALE Home Workers 16 Years of Age and Over having Other Gainful Occupation: By Industries.

INDUSTRIES.	Total Number of Male Home Workers 16 and Over	NUMBER EMPLOYED IN —							Number not reporting as to other gainful Occupation
		Factory in the Industry	Other Manufacturing	Trade and Transportation	Domestic and Personal Service	Unskilled Labor	Building Trades	No other gainful Occupation	
All Industries.	154	23	47	18	1	7	4	54	1
<i>Wearing Apparel.</i>	<i>28</i>	—	<i>2</i>	<i>2</i>	—	<i>2</i>	<i>1</i>	<i>21</i>	—
Clothing, men's—coats and pants,	1	—	—	—	—	1	—	—	—
Clothing, men's—shirts and pajamas,	2	—	2	—	—	—	—	—	—
Garters, suspenders, and elastic woven goods,	2	—	—	1	—	—	1	—	—
Neckwear, dress trimmings, and buttons,	1	—	—	—	—	—	—	1	—
Shoes and shoe trimmings,	21	—	—	1	—	—	—	20	—
Other wearing apparel,	1	—	—	—	—	1	—	—	—
<i>Celluloid Goods.</i>	<i>1</i>	—	<i>1</i>	—	—	—	—	—	—
<i>Jewelry and Silverware.</i>	<i>9</i>	<i>5</i>	<i>1</i>	—	—	—	—	<i>3</i>	—
<i>Paper Goods.</i>	<i>98</i>	<i>16</i>	<i>39</i>	<i>12</i>	<i>1</i>	<i>5</i>	<i>2</i>	<i>23</i>	—
<i>Sporting Goods.</i>	<i>12</i>	<i>1</i>	<i>2</i>	<i>4</i>	—	—	<i>1</i>	<i>4</i>	<i>1</i>
<i>Other Industries.</i>	<i>6</i>	—	<i>2</i>	—	—	—	—	<i>3</i>	—

Information as to the number of workers 16 years of age and over who had gainful employment aside from home work was available for 153 men and 1,650 women, as shown in the foregoing table. Fifty-four men, or 35.3 per cent of the male home workers, and 1,364 women, or 82.7

per cent of the female workers, had no other gainful employment. As has been previously mentioned, home work is seldom a man's principal occupation. The male workers who are included in this study are, in most cases, with the exception of the hand turn shoe workers, merely helpers, — for example, factory hands who spend two or three hours each evening in the family task of stringing tags. Consequently, only a small proportion of the men appear in this table under the heading "No Other Gainful Occupation." It is the housewives with irregular hours of work and occasional periods of leisure during the day who are most likely to become home workers and who make up almost wholly the 82.7 per cent of women who have no other gainful occupation.

15. RENT.

The table following shows the number of families receiving specified annual incomes, including earnings from home work, living in houses owned or rented, and the number paying annual rents of specified amounts.

TABLE 30. — *Families of Home Workers Living in Own or Rented Houses, with Relation of Rent to Income.*

ANNUAL INCOME INCLUDING HOME WORK.	Total Number of Families	NUMBER LIVING IN —		NUMBER PAYING ANNUAL RENT OF —							
		Own House	Rented House	Less than \$100	\$100 and less than \$150	\$150 and less than \$200	\$200 and less than \$250	\$250 and less than \$300	\$300 and Over	Amount not reported	Rent Free
Totals.	1,450	266	1,184	92	267	212	106	28	19	441	29
less than \$400.	98	23	75	11	19	11	—	—	—	31	3
\$400 and less than \$500.	46	8	38	8	16	7	3	—	—	3	1
\$500 and less than \$600.	61	10	51	10	24	11	2	—	—	4	—
\$600 and less than \$700.	72	10	62	14	36	3	5	1	—	3	—
\$700 and less than \$800.	111	17	94	17	39	23	10	—	2	3	—
\$800 and less than \$900.	102	26	76	5	28	25	9	5	—	3	1
\$900 and less than \$1,000.	89	19	70	5	23	24	9	3	2	2	2
\$1,000 and less than \$1,250.	143	36	107	5	26	41	16	6	2	11	—
\$1,250 and over.	182	62	120	3	24	39	29	9	7	5	4
income not reported.	546	55	491	14	32	28	22	4	6	376	9

Although, in general, the families of home workers appeared to have a fairly secure economic status, occasionally facts came to light in the course of the inquiry which indicated that a part of the group under consideration had a low standard of life. About one-half (49.7 per cent) of the families giving information as to the amount paid for rent, paid less than \$150 annually, or about \$12 a month, — surely not an amount indicating a high scale of expenditure. On the other hand, a few families, 7, or 6.5 per cent, paid \$250 or more for rent. The striking fact, especially when taken in connection with the facts just given, is that nearly one-fourth (266, or 18.3 per cent) of the families owned their own houses.

16. LIVING CONDITIONS.

The following table shows for families of home workers in each industry the average number of persons per room and the number of home workers living in families in which there was an average of less than one person per room, one but less than two persons per room, two but less than three persons per room, three but less than four persons per room and four persons and over per room.

TABLE 31. — *Living Conditions of Home Workers: By Industries.*

INDUSTRIES.	Total Number of Home Workers	Average Number of Persons per Room	NUMBER OF PERSONS PER ROOM					
			Less than One	One but less than Two	Two but less than Three	Three but less than Four	Four and Over	Not Reported
All Industries.	2,499	0.9	1,012	1,121	194	29	1	61
<i>Wearing Apparel.</i>	<i>796</i>	<i>0.9</i>	<i>390</i>	<i>373</i>	<i>23</i>	<i>14</i>	<i>1</i>	<i>16</i>
Clothing, men's — coats and pants, . . .	129	1.9	3	45	60	9	—	3
Clothing, men's — shirts and pajamas, . .	44	0.7	34	10	—	—	—	—
Clothing, women's — machine-made, . . .	26	0.8	11	9	5	—	—	1
Clothing, women's — hand-work, . . .	76	0.7	46	26	3	—	—	1
Garters, suspenders, and elastic woven goods, . . .	51	1.2	16	35	—	—	—	—
Hosiery and machine-knit goods, . . .	160	0.8	101	52	6	—	—	1
Neckwear, dress trimmings, and buttons, .	79	0.7	51	22	5	—	—	1
Shoes and shoe trimmings, . . .	207	0.7	123	64	5	5	1	9
Other wearing apparel, . . .	24	0.7	14	10	—	—	—	—
<i>Celluloid Goods.</i>	<i>26</i>	<i>1.4</i>	<i>37</i>	<i>49</i>	<i>9</i>	<i>—</i>	<i>—</i>	<i>1</i>
<i>Jewelry and Silversware.</i>	<i>373</i>	<i>0.9</i>	<i>143</i>	<i>103</i>	<i>18</i>	<i>—</i>	<i>—</i>	<i>10</i>
<i>Paper Goods.</i>	<i>918</i>	<i>1.0</i>	<i>249</i>	<i>670</i>	<i>70</i>	<i>5</i>	<i>—</i>	<i>18</i>
<i>Sporting Goods.</i>	<i>173</i>	<i>0.8</i>	<i>104</i>	<i>66</i>	<i>3</i>	<i>—</i>	<i>—</i>	<i>—</i>
<i>Other Industries.</i>	<i>169</i>	<i>0.8</i>	<i>75</i>	<i>60</i>	<i>7</i>	<i>1</i>	<i>—</i>	<i>16</i>

Notwithstanding the good living conditions which prevailed in nearly all of the homes which were visited, a number of instances of overcrowding were discovered; 215 persons were living in families with two or more persons to a room, and 21 were living in families with three or more persons to a room. All but two of the more serious cases of overcrowding were found among the workers employed on Wearing Apparel, viz., among the Italians at work on men's clothing in the North End of Boston. The situation in the North End is receiving an increasing amount of attention from the Boston Health Department, which is making a persistent attempt to do away with crowded sleeping arrangements in the tenements. Two instances of three persons to a room were discovered in the course of visits to Russians at work on paper articles. With such living arrangements as these, it is almost inevitable that the workers should have no separate work-place, but should use any room in which space for their tools and materials can be found. The home workers engaged in work on Men's Coats and Pants, Celluloid Goods, and Garters, Suspenders, etc., show the most crowded housing conditions.

The following table shows the living conditions by nativity.

TABLE 32. — *Living Conditions of Home Workers: By Nativity.*

NATIVITY OF HOME WORKERS.	Total Number of Home Workers	NUMBER OF PERSONS PER ROOM					
		Less than One	One but less than Two	Two but less than Three	Three but less than Four	Four and Over	Number not Reported
Totals.	2,409	1,012	1,121	194	20	1	61
<i>Native-born.</i>	<i>1,118</i>	<i>597</i>	<i>424</i>	<i>58</i>	<i>6</i>	<i>1</i>	<i>39</i>
<i>Foreign-born.</i>	<i>783</i>	<i>280</i>	<i>354</i>	<i>101</i>	<i>11</i>	<i>-</i>	<i>7</i>
Armenia,	32	10	21	1	-	-	-
Austria,	3	1	2	-	-	-	-
Austria (Poland),	6	2	4	-	-	-	-
Canada (French),	112	42	65	4	-	-	1
Canada (Other),	100	58	39	1	-	-	2
England,	45	33	9	3	-	-	-
France,	9	3	6	-	-	-	-
Germany,	17	7	10	-	-	-	-
Ireland,	164	68	87	6	-	-	3
Italy,	212	15	106	81	9	-	1
Norway,	3	3	-	-	-	-	-
Portugal,	11	6	-	-	-	-	-
Russia,	19	4	12	1	2	-	-
Russia (Poland),	3	1	1	1	-	-	-
Scotland,	12	5	5	2	-	-	-
Sweden,	18	11	7	-	-	-	-
Syria,	11	5	5	1	-	-	-
Other foreign countries,	6	6	-	-	-	-	-
<i>Nativity Not Reported.</i>	<i>518</i>	<i>135</i>	<i>313</i>	<i>40</i>	<i>-</i>	<i>-</i>	<i>28</i>

The native-born lived in less crowded conditions than the foreign-born, more than one-half — 55.2 per cent — of the native-born lived in houses or apartments where there was more than one room to a person, while only 36.1 per cent of the foreign-born had as much as one room to a person. The Italians showed especially crowded quarters, with 42.7 per cent living with two or more persons to a room. There are usually not many spare rooms in the houses of the home workers and the work is necessarily done in the rooms occupied by the family. The following table shows the kind of room used for a workroom by each of the 1,377 families of home workers for whom information was secured.

TABLE 33. — *Character of Room used for Home Work: By Industries.*

INDUSTRIES.	Total Number of Fam- ilies	NUMBER OF FAMILIES USING AS WORKROOM —						
		Bed- room	Dining Room	Kitchen	Living Room	Vari- ous Rooms	Work- room	Not re- ported
All Industries.	1,450	50	157	601	213	234	32	73
<i>Wearing Apparel.</i>	<i>645</i>	<i>33</i>	<i>76</i>	<i>290</i>	<i>140</i>	<i>89</i>	<i>26</i>	<i>28</i>
Clothing, men's — coats and pants,	109	1	-	104	1	1	-	2
Clothing, men's — shirts and pajamas,	36	2	6	16	7	4	-	1
Clothing, women's — machine-made,	17	2	1	2	5	1	3	2
Clothing, women's — hand-work,	74	10	16	14	20	9	1	4
Garters, suspenders, and elastic woven goods,	21	-	-	10	1	9	-	1
Hosiery and machine-knit goods,	136	7	26	30	46	11	6	10
Neckwear, dress trimmings, and buttons,	63	6	10	12	18	15	2	-
Shoes and shoe trimmings,	166	3	17	57	40	35	13	1
Other wearing apparel,	23	1	-	15	2	4	1	-
<i>Cellulose Goods.</i>	<i>68</i>	<i>-</i>	<i>1</i>	<i>16</i>	<i>-</i>	<i>40</i>	<i>-</i>	<i>1</i>
<i>Jewelry and Silversware.</i>	<i>197</i>	<i>1</i>	<i>25</i>	<i>98</i>	<i>13</i>	<i>68</i>	<i>1</i>	<i>1</i>
<i>Paper Goods.</i>	<i>226</i>	<i>3</i>	<i>35</i>	<i>120</i>	<i>21</i>	<i>25</i>	<i>2</i>	<i>30</i>
<i>Sporting Goods.</i>	<i>137</i>	<i>8</i>	<i>13</i>	<i>70</i>	<i>23</i>	<i>15</i>	<i>3</i>	<i>2</i>
<i>Other Industries.</i>	<i>117</i>	<i>6</i>	<i>7</i>	<i>67</i>	<i>13</i>	<i>7</i>	<i>-</i>	<i>17</i>

Only 32 families used a regular workroom, 13 of whom were shoemakers working in small shops. In the majority of cases — 691, or 50.2 per cent — the kitchen was used as a workroom. The kitchen is naturally the most convenient work place for the large number of workers who are married women; in their case home work alternates with housework at almost every hour of the day and they need to have their work close at hand where it can be picked up or dropped at any minute. Apparently for the same reason, the next largest number of persons or groups, 234, or 17.0 per cent, used any room which happened to be convenient at the time, or in "various rooms," as they are termed in the table. Two hundred and thirteen persons or groups, or 15.5 per cent, used living rooms for their work places. One hundred and fifty-seven persons or groups, or 11.4 per cent, used dining rooms for their work places, and 50 persons or groups, or 3.6 per cent, used bedrooms for their only workrooms. Thirty-two of these bedrooms were used for the manufacture of wearing apparel; 10 for hand-work on women's clothing; six for neckwear or dress trimmings; seven for hosiery and machine-knit goods; and nine for other articles of wearing apparel. The number of bedrooms recorded by our agents may be smaller than the actual number used in the households which were studied, as the workers, mindful of the law, usually made an attempt to conceal the fact that their work was done in sleeping-rooms.

III.

DETAILED REPORTS BY INDUSTRIES.

1. WEARING APPAREL.

BY MARGARET S. DISMORR.

A. Introductory.

The scope of home work, once a complete industrial system in itself, has been continuously narrowed and restricted in the manufacture of wearing apparel. Since the introduction of power machinery, specialization has invaded the field of the home worker, and her work is confined more and more to the mere finishing and manipulating of machine products which were once entirely the product of the home. Instead of the home-stitched shirt of Thomas Hood's day, we now know only the factory product; but the home worker still turns the collar and cuffs and occasionally makes the buttonholes. Instead of home-knit sweaters and hose and underwear, we have machine-knit garments from the factory, but many of these garments are still home-finished. The factory shoe has all but superseded the home product, but the bow on the shoe and the beading on the slipper are still made at home almost without exception in Massachusetts.

The mechanical inventions which threatened to take production out of the home have, by their very deficiencies, created many new kinds of home work; but the home worker is not solely an improver of machine products. Any process requiring little skill or supervision and a minimum of mechanical power, which does not involve the use of valuable or bulky materials, may usually be found in the home. Some of the processes which possess all of these characteristics, and therefore commend themselves perfectly to home work, are: Reeling straw braid, making shoe bows, and knotting fringe for dress trimmings.

Manufacturers of wearing apparel secure workers in three ways: By advertisement, through personal acquaintance and the application of the women themselves for the work, and through agents.

Newspaper advertisements such as the following may be found in the Sunday editions of the Boston newspapers:

WOMEN to make bungalow aprons at home; must be neat and good stitchers. Room . . . ,
.....Street.

HAND SEWERS, experienced on neckwear and waists. Mrs.
.....Street.

EMBROIDERERS AND CROCHETERS, experienced on muslin underwear; bring samples of work; work given out daily.Co.,
.....Street.

WANTED. — Experienced dress trimming ornament makers; work can be taken home. Apply toCo.,
.....Street.

Such advertisements attract numbers of applicants, but many are untried workers and this entails loss of time and materials until the more desultory and the less efficient have been weeded out. Occasionally an attempt is made to discourage those workers who are suspected of coming from dirty homes or of trying to live upon their home work earnings. This is easily effected by ordering them to apply to the State Board of Labor and Industries for a license, reducing the rate of pay, giving them a less profitable kind of work, or simply refusing to employ them.

The method of securing home workers used by factories in small towns and country districts is a very simple one. The work is at first given only to the manufacturer's family and then to other persons connected with the factory. If it proves satisfactory they are allowed to show their friends how to do it and the circle of home workers widens. Soon it becomes a matter of common knowledge among the neighbors that the knitting mill or the shirt shop is giving out work, and the applications for it are numerous. Simultaneously, the rates of payment go down. Home work once started in a small community may, in the course of a generation or two, become an established custom so that country factories are able to cling to it when those in larger centers have long since adopted more modern methods. Securing home workers through agents or contractors is a development of the preceding method.

The prominence of the home worker in almost every industry connected with the manufacture of wearing apparel appears to be due in part to its seasonal character. The manner in which the workers adjust themselves to industrial seasons is particularly noticeable in their relations to such variable industries as the manufacture of straw hats, hand-knit goods,

women's neckwear, and men's coats and pants. Pay-rolls of factories in these industries show relatively greater fluctuation in the total amount paid to home workers month by month than in the amount paid to factory workers, and similarly the number of outworkers varies through the year more than the number in the factory. Many manufacturers give up home work entirely during the dull season, which may last from a few weeks to six months, a fact often mentioned by them in support of the statement that home workers never try to live on their earnings.

Home work, then, is largely confined to the simpler processes and is most general in the seasonal industries; but it is not confined to any particular grade or kind of article. It is hardly possible to walk down the aisles of any department store without seeing ample evidence of the home worker's activity. The embroidered baby-clothes sold at a first-class store are as likely to have come from the hands of a home worker as the cheapest neckwear on the bargain counter, and the consumer can not avoid home-work products by paying reasonably high or even extravagant prices. On the whole, however, there is less home work in connection with custom-made than with ready-made clothing, and with men's than with women's and children's garments.

The relation of home work to factory work varies widely in the different establishments studied. Many manufacturers have all their work done in homes and have no factory or only such rooms as are necessary for preparing and inspecting the work done outside; they often use home, office, or store for this purpose. Others have home work upon a small proportion of their product only, most of it being factory-made; some send out all of their product to home workers for some minor process, as in the case of shirt manufacturers; others again have home work and factory work in connection with the same process. This last combination sometimes indicates a transitional stage between home and factory where the machine process is gradually superseding hand work, but more usually it is due to lack of space for a full number of inside workers at the busy season or to the use of inside workers as sample makers whose product is copied by home workers.

Home workers constituted over four-tenths of the total number of persons employed by 57 wearing apparel factories reporting on this point, but received only one-tenth of the total amount paid in wages. This shows beyond question the incidental character of home-work earnings. Home workers do not earn and usually do not attempt to earn a living wage.

Most of the home work on wearing apparel is distributed directly to the workers. Usually they or their children call at the office, store, or

factory from which the work is given out, but in some cases, where materials are exceptionally bulky, the factory sends a team to deliver and collect work at regular intervals. Indirect distribution, through contractors, middlemen, or agents, is the usual method when the home workers live in country districts or at a distance from the factory, when they are immigrants and can not be communicated with except through one of their own race, or when the work-materials are of some value and personal oversight is necessary to prevent loss or theft on the part of the workers.

The following groups of wearing apparel industries are treated in this report:

	PAGES
Men's Clothing — Coats and Pants,	64-68
Men's Clothing — Shirts and Pajamas,	67, 68
Women's and Children's Clothing — Machine-made,	68
Women's and Children's Clothing — Hand-work,	69, 70
Neckwear, Dress Trimmings, and Buttons,	70-73
Shoes and Shoe Trimmings,	73-76
Hosiery and Machine-knit Goods,	76-78
Suspenders, Garters, and Elastic Woven Goods,	78-80
Other Wearing Apparel — Gloves, Straw Hats, and Hand-knit Goods,	80-84

There appears to be but little home work on corsets and ostrich feathers found in Massachusetts. Four corset makers were interviewed, two of whom had never employed home workers, one used to employ them at stitching but has now given up the system, and one reported home work of a very occasional nature, the boning of a cheap grade of corset. The regular home work on corsets seems to be confined to making garters, which is not done directly for corset makers but for the garter manufacturers who supply them. The two ostrich feather shops reported no regular home work, but occasionally knotting willow plumes was done at home by their inside workers.

B. Men's Clothing — Coats and Pants.

(1) THE INDUSTRY.

The men's clothing industry of Massachusetts centers in Boston, where 169 of the 174 establishments visited are situated.¹ The remaining five are in Springfield and North Brookfield.

The large manufacturers of Boston are mostly on Washington Street and in the wholesale district, while their contract tailors are to be found

¹ The Bureau of Statistics in its Report on the Statistics of Manufacturers for 1912 presented returns for 158 manufacturers of men's clothing in Boston. The difference between this figure and that given above is due in large part to the inclusion in the present study of a greater number of small custom establishments.

in the tenement district of the North End surrounded by their labor force. Only four of the large firms do the actual tailoring of the garments on their own premises, and three of these give out home work on ready-made pants. The others subdivide the work on coats, vests, and pants among contract tailors, to whom they send the cut-out garments to be made up at a stated price a dozen. Thus, each manufacturer has usually at least one coat maker, vest maker, and pants maker, and these tailors do all the work except designing, cutting, and trimming.

Practically all of the contract tailors for whom addresses were obtainable were visited, but the constant shifting of such small establishments made them hard to trace. Many had closed their shops on account of a labor disturbance. Eighty-six were interviewed, 36 of whom gave out home work. Very few of these kept complete pay-rolls and addresses of home workers. Thirty-nine whose shops were closed could not be traced. In addition, 16 shops engaged in the manufacture of knee-pants, overalls, and other tailored garments were visited. From only two of these was home work given out. The heads of the establishments visited were mainly Russian Jews, a few were American or British, and the remainder mostly Italian.

Home work was found to be general in the manufacture of ready-made pants. It was occasionally found on coats and custom pants. No home work on vests, overalls, or knee-pants was found, but two overall manufacturers employed home workers on heavy shirts and sailor blouses. In general, there is less home work on custom than on ready-made garments.

Home work on coats is confined to the making of buttonholes and is only used to supplement the work of shop employees at exceptionally busy times. The home workers are paid at the same rate as inside workers, three cents a hole being the rate of payment for holes which a quick worker is said to make at the rate of one dozen an hour.

Home work on pants consists of finishing, *i.e.*, sewing on 11 buttons, making the upturn at the bottoms, putting on buckles, sewing in stiffening and lining at the waist, and taking out basting threads. When this is done the garments are pressed at the shop and are then ready for sale. Sometimes the home work includes in addition one or more of the following processes: Tacking down pockets, sewing in hanger and manufacturer's label, making five buttonholes, and putting rubber in the upturn at the bottoms. The rate of pay, which is the same for both shop and home workers, varies from $7\frac{1}{2}$ to $9\frac{1}{2}$ cents a pair; the usual rate is one dollar a dozen or eight cents a pair, the work on a single pair requiring a little over one hour in most cases. Heavy bundles of pants may be seen carried

by children of home workers to and from the tailor shops for transportation is usually attended to entirely by the employee. Children not infrequently help their parents by sewing on buttons, but the greater part of the work is done by adult women. Workers complain of painful backs and impaired digestion due to the stooping posture required, but, on the whole, the work does not seem to be especially injurious physically except that it necessitates the carrying of heavy bundles and that most of the women work up to within a short time before childbirth and begin work soon after.

(2) THE LABOR SUPPLY.

Boston tailors rarely have to advertise for home workers since they live in the midst of a congested immigrant colony. The Italian women of the North End are glad to supplement the irregular earnings of their husbands. News of opportunity for employment spreads quickly in a crowded tenement and even the most recent arrivals are promptly initiated into the trade. Each pants maker uses from one to 12 finishers outside his shop as well as those inside. A total of about 340 homes in the North End¹ licensed for work on clothing was listed by the State Board of Health, practically all of these being homes of pants finishers. Forty-one tailors reported in all about 200 home workers in their employ.

Nearly all of the pay records of home workers show great irregularity of work, but statements of tailors and home workers indicate that the worker sometimes fills in the dull season of one employer by working for another. The home workers are the marginal element in the tailor's labor force — the first to be laid off in the slack times of midsummer and midwinter, the last to be taken on in the rush of Spring and Autumn. The elasticity of the home labor force is the feature which particularly commends it to the clothing trade. It adjusts itself to the intense seasonal fluctuations of the industry more readily than the regular working force.

The contract system under which nearly all of the men's clothing in Boston is produced places a premium upon home labor; for the contractor is successful in proportion to the amount of work he can get out of his employees at the lowest possible wage and with the smallest overhead charges. No home-work contractors were found in the men's clothing industry. The contract tailors themselves act as contractors for the wholesale dealers, not only in relation to home workers, but to all the workers on the garments except cutters and trimmers. They employ no sub-contractors outside of their shops.

¹ The North End corresponds roughly to Ward Six, and the part of the North End in which the greater number of home workers live is bounded by Commercial, Clinton, North, and Union Streets, and Washington Street North.

C. Men's Clothing—Shirts and Pajamas.**(1) THE INDUSTRY.**

Eighteen firms were engaged in the manufacture of shirts in Massachusetts. Ten of these were in the Metropolitan District of Boston and in Haverhill, six in the central part of the State, and two in the western part. Sixteen manufacturers were interviewed, three personally and 13 by letter. Eight reported home work, employing altogether from 130 to 140 home workers in the busy season. Five of these firms manufacture fine ready-made shirts and pajamas and three manufacture custom shirts.

The work given out is turning collars, cuffs, neckbands and facings and making buttonholes and pajama frogs. In no case was the making of the entire garment at home reported. Turning collars, cuffs and neckbands is unskilled work. The materials are given out from the factories in bundles of a dozen or a dozen pairs just as they come from the machines, wrong side out. The home workers wet the corners, turn them right side out on a punch or cornering iron, which resembles a screw driver, clamped to the table, and press them with a hot iron and tie them up by dozens. Turning facings is still more simple work. The facings are strips of cotton or silk with which the front opening of the shirt is lined and require merely creasing by the home worker before they are stitched on at the factory. This creasing is done with the finger nail or against the edge of the table. Making pajama frogs is easy work, requiring a certain knack which is soon acquired. Silk braid is given out to the worker on spools, and she cuts it into pieces of a certain length and curves them into shape by pulling the cord at the edge. They are then sewed together in the trefoil form and the ends trimmed.

None of the above operations are performed inside the factories; but this is not the case with buttonholing, which is given to home workers only at busy times and usually from custom factories, which feel most keenly the pressure of the busy season. Most of this work is done by adult women, but children sometimes work at the turning of collars, cuffs, neckbands, and facings — especially the last, which do not require the use of a hot iron. No children were found working on pajama frogs.

Rates of Pay.

Turning shirt collars,	\$0.02½ and \$0.02½ a dozen.
Turning shirt cuffs, . . . . .	.01½ to .05 a dozen pairs.
Turning shirt neckbands, . . . . .	.01½ to .03½ a dozen.
Turning shirt facings, . . . . .	.00½ for three dozen.
Making pajama frogs, . . . . .	.05 a dozen.

(2) THE LABOR SUPPLY.

Most of the home work on shirts was concentrated in one city. Employers had no difficulty in obtaining a ready supply of workers from the numerous applications which were made. There is no regular seasonal variation in the home work on ready-made shirts and pajamas, although some of the factories shut down entirely for two weeks during the Summer. Custom shirt work is subject to periods of seasonal pressure and not much home work is given out except at such times.

D. Women's and Children's Clothing — Machine-made.

(1) THE INDUSTRY.

Ninety-seven manufacturers of women's and children's machine-made clothing were interviewed, 92 of whom were found in Boston and the remainder in Worcester, Salem, Somerville, Stoneham, and North Brookfield. Fifty-one of these manufactured ready-made waists and skirts and 19 manufactured ready-made and custom-made suits. No regular home workers were employed by these establishments, but inside employees often took work to do at home, both on ready-made and custom goods. The remaining 27 firms manufactured machine-made muslin underwear, collars, aprons, wrappers, house dresses, and children's night-suits and rompers; nine of these manufacturers employed home workers.

The work given out was confined to the making of aprons, kimonos, rompers, and night-suits, which were cut out in the factory and made up at home upon a foot-power sewing machine. In some cases buttons and buttonholes were also home work. Only one home worker on kimonos was found.

Rates of Pay.

Percalé work aprons,	\$0.15 to \$0.75 a dozen.
Percalé rompers (with buttons and buttonholes), . . . . .	.50 to 1.50 a dozen.
Flannelette night suits (with buttons), . . . . .	.40 a dozen.
Silk and satin kimonos,	1.00 to 1.25 each.

(2) THE LABOR SUPPLY.

The nine firms reporting home work employed altogether about 175 home workers. These were obtained by newspaper advertisement and by the applications of the workers themselves. There is no marked dull season in this work. Most of the firms employing home workers had no factory, but simply a cutting room and office or retail store, or a combination of all three. Occasionally, however, inside stitchers were employed as well as home workers. In most cases work was distributed directly from the factory, office or store to the workers.

E. Women's and Children's Clothing — Hand-work.**(1) THE INDUSTRY.**

Ten manufacturers of women's and children's hand-made and hand-embroidered clothing were interviewed, seven of whom were located in Boston, one in Worcester, one in Springfield, and one in Malden. Seven of these firms employed home workers. Altogether they reported the names of more than 1,000 workers, most of whom were in Worcester, Springfield, and Metropolitan Boston. The products of these factories are women's hand-embroidered waists and underwear and children's hand-made or hand-embroidered dresses. They are, for the most part, high-grade goods and the "factories" themselves are sometimes high-class specialty shops where no manufacturing is carried on but from which materials are distributed to home workers. The work given out is embroidering muslin underwear, night gowns, and waists, embroidering machine-made children's dresses, and making by hand the finest grade of children's ready-made dresses and other garments. Most of this work, being fairly skilled, is done by adult women. No children under 14 years of age were found at work.

*Rates of Pay.***1. Muslin underwear with spray designs:**

Night gowns (front and sleeves), ¹	\$1.00 to \$1.30 a dozen.
Chemises (front),	2.00 a dozen.
Corset covers (front),	1.00 a dozen.
Union suits (four pieces),	3.60 a dozen.

2. Irish lace medallions for night gowns,

1.00 a dozen.

3. Children's clothing:

Tucked dresses,	.85 each.
Infants' wrappers,	.95 each.
Rompers,	.35 to .75 each.
Petticoats,	.70 each.
Bonnets,	.70 each.
Embroidered animals on rompers,	1.00 a dozen.
Embroidered collars and cuffs of dresses,	3.00 a dozen.

(2) THE LABOR SUPPLY.

This kind of work is subject to the same seasonal variations as other wearing apparel but fluctuations are not so violent. The American manufacturer of embroidered underwear has to compete directly with the product of older countries, particularly of France, where labor is cheap and such goods are produced largely in convents and institutions. He has

¹ See Plate I, figure 1, facing p. 76.

recourse to the use of home labor with its two-fold advantage of saving rent and labor cost. The latter can be reduced to an especially low figure in this kind of work, as many women look upon embroidery as a pastime and their earnings from it as pocket money. Consequently, they are willing to work for piece-rates so low that they often can not make more than three or four cents an hour. Home work is, moreover, particularly suited to this industry, as the non-professional worker often gives an individual and painstaking care to the work which can not be equalled by the majority of factory workers. As in the case of home work on machine-made clothing, the employer usually has no factory. Sometimes he has a cutting room, a stitching room, and an office from which the machine-made garments are distributed to the embroiderers. More usually he has a retail store. Large stores often employ a few inside workers on the better grade of hand-made goods, and these are frequently supplemented or even replaced by home workers.

The methods of distributing this work are various. The salaried contractor and the contractor who makes what profit she can from the workers are both found in this industry, but the work is usually given directly to the workers themselves unless they live at a distance, in which case the contractor acts as a distributing center for the neighborhood.

F. Neckwear, Dress Trimmings, and Buttons.

(1) THE INDUSTRY.

The manufacture of women's neckwear is the most seasonal and transitory of all industries connected with Wearing Apparel. It is also most often subject to periods of sudden pressure due to changes in fashion, for neckwear styles change so rapidly that the manufacturer who makes up such goods in advance of the demand runs a serious risk of having them left on his hands. This explains the prevalence of home work in this industry, for the home labor force is easily increased, diminished, or disbanded in response to the shifting conditions of the trade.

Reports as to home work were received from 35 manufacturers of neckwear, dress trimmings, and buttons, 28 of whom employed home workers. Twenty-seven of these, located in Boston, Easthampton, Newburyport, and Springfield, were interviewed in person, and eight, located in Boston, Chicopee, Northampton, and Reading, reported by letter. Fifteen of the 35 manufacturers make women's neckwear, all 15 of whom have home work, and seven of the nine who manufacture men's ties have home work. Home work is given out by three of the seven who make dress

Changes in style mean changes in rates and probably few of the piece-rates which were collected from hundreds of workers, contractors, and manufacturers in the season 1912-13 would hold good for another year; although the *hourly* earnings of the workers are said to remain fairly constant from year to year whatever the prevailing style of the moment. The following rates are for work distributed directly to the workers:

Rates of Pay for Making Men's Neckwear.

Four-in-hand ties, \$0.12 to \$0.40 a dozen.

Wholesale prices, \$2.25, \$4.25 and \$4.50 a dozen. Retail prices, 25 cents to 55 cents each.

Bows, 3.50 a gross.

A highly skilled home worker with a power machine can make 10 dozen 40-cent ties in about seven hours and a gross of bows in 14 hours.

The following are specimen rates of pay for making dress trimmings, carding buttons, etc.:

Rates of Pay for Work on Dress Trimmings, etc.

Braid loops and frogs, \$0.20 and \$0.24 a dozen.
1.20 a gross.

Half a dozen of the 20-cent loops can be made in one hour.

Dress fringe (one to three knots),03 to .09 a yard.

One yard of three-knot fringe at nine cents can be knotted in 50 minutes.

Irish lace buttons,02 a dozen.

About four dozen can be made in one hour.

Buttons (carded), pearl, bone, and fancy covered,01½ to .05 a gross.

It takes about 10 minutes to card one dozen of the plain buttons at 1½ cents.

(2) THE LABOR SUPPLY.

The 28 manufacturers reporting home work on neckwear, dress trimmings, and buttons employed altogether about 1,250 home workers in their busy season, but when the trade is dull some of them give up all their home workers and the others reduce the force considerably. The workers are usually secured by means of newspaper advertisements.

The season for making women's neckwear continues from early Autumn until about June with a slight depression in January, but it is at its height in the weeks preceding Christmas and Easter. The regular season is modified by occasional periods of extreme pressure and slackness, due to unexpected turns of fashion and the introduction of new styles. Work on dress trimmings is given to home workers only in the busy season. Men's neckwear, dress trimmings, and buttons are not especially subject to seasonal fluctuations, so far as the work of the home worker is concerned.

Manufacturers of women's neckwear usually have more home workers than inside workers. The work is given out by retail stores and by jobbing and mercantile houses, which have no inside workers, or by neckwear factories, which have inside workers all the year round and employ home

workers chiefly at the busiest times. Home work on men's ties, on the other hand, is merely supplementary to factory work and is usually given to former inside employees; only one of the manufacturers interviewed had all his work done by home workers. The explanation of this lies in the fact that men's ties of the cheaper grades are always machine-made, and the home sewing machine can not long compete with the power machine. Only one home was found in which a power machine had been installed. Most of the work on dress trimmings and buttons is done in the factory and even the processes which can be performed at home are usually divided between home and factory.

Distribution through contractors is more usual in the women's neckwear industry than in any other kind of work on wearing apparel; but a large proportion of the work, as well as all home work on men's ties, on dress trimmings, and on buttons, is distributed directly from the factory to the workers. Contractors have no written agreement with manufacturers but they usually have fixed days for taking out and bringing back work, and contract to get it done within a certain time. Rates of pay are fixed by manufacturers either independently or by bargaining with contractors, who pay the home workers out of these rates, deducting a commission of from five to 25 per cent. Neckwear contractors frequently contract for home work on hand-knit goods also, and are nearly always themselves home workers as well as contractors. Most of the Armenian home workers on women's neckwear are supplied with the work through contractors of their own race.

G. Shoes and Shoe Trimmings.

(1) THE INDUSTRY.

Six hundred and sixty-six establishments manufacturing boots and shoes and boot and shoe findings are listed by the Bureau of Statistics. Most of these are located in Boston, Brockton, Lynn, Haverhill, Salem, Marlborough, Beverly, and Newburyport. The 31 manufacturers interviewed were located in Boston, Lynn, Haverhill, Newburyport, Worcester, Malden, and Reading. Twenty-four of the 31 manufacturers interviewed reported home work. Ten of these manufacture shoe trimmings such as bows and beading; 12 make turn and welt shoes, chiefly women's and children's; and two manufacture baby shoes, moccasins, and soft slippers. Seven reported no home work and five of these are manufacturers of turn and welt shoes and two manufacture boots and linings and baby shoes. The latter two formerly gave out home work but have discontinued it.

Home shoemakers are employed only on those operations which can not

be more advantageously performed by power machines. The processes performed by home workers on shoes are the following: Making hand-sewed turn shoes; making babies' moccasins and sewing on buttons and pasting in linings of baby shoes; making machine-knit worsted slippers, and crocheting worsted slippers by hand; beading slipper vamps; and making shoe bows, rosettes, and other trimmings for slippers.

Within the memory of persons yet living, Massachusetts shoe factories were distributing the stock and materials for making shoes to families of home workers who not only lasted the shoe and sewed sole and upper together, but also did the stitching upon the upper — at first by hand and later on their home sewing machines. With the introduction of power machinery the latter process has been taken into the factory stitching room, and heeling also is now a factory process. The work is no longer so profitable to the home worker, and his work is confined to a special kind of shoe. The work is either on a specially soft kid shoe, intended for the use of elderly women and invalids and retailing at two or three dollars a pair, or else on an inferior grade of shoe retailing at about one dollar a pair. In the former case hand-sewing is supposed to make a more pliable shoe; and in the case of the cheap shoe it has the advantage of allowing for weak places in the poor grade of leather used, while a machine operator can not make this discrimination. In either case, the turn shoe is of a light, pliable make, for, as its name implies, it has to be made inside out and then turned. Only one factory sends out satin slippers to be made at home; the colored shoes are regularly made in the factory, but white ones, which are liable to be soiled when machine-made, are sent out to be sewed by hand. The regular hand-sewed turn shoes are rarely made inside the factory. No welt shoes or machine-made turn shoes were found in the homes, owing to the fact that mechanical power is required.

Work on hand-sewed turn shoes was given out by eight Massachusetts manufacturers employing about 400 home workers, most of whom were men. About one-half of these workers were residents of New Hampshire. The factory supplies the shoemaker with the materials for making the shoe already cut out, and with lasts, tacks, and thread.

Babies' moccasins are almost entirely a home-work product. Hand-work on baby moccasins is always done at home and only cutting out and stitching of back seam and lining are factory work. Sewing machine-knit worsted slippers is one of the numerous processes in which the home worker merely supplements the work of the machine. Machine-knit worsted slippers are given out to home workers only for sewing to

gether uppers and soles and tying bows. Hand-crocheted worsted slippers are made throughout by the home worker, the factory merely supplying yarn, soft soles, ribbon, and thread. Much of the work on worsted slippers and baby moccasins is done in the Summer and Autumn and work on baby shoes is usually heavy before the Christmas season. Some lines of baby shoes are made only for the Christmas trade. Hand-knit slippers, shoe bows, and beading are entirely the product of the home worker; usually only samples are made in the factory.

Beading is fairly skilled work. The pattern is stamped on a kid or satin vamp and has to be worked over in beads with a fine needle. Workers usually complain that the work is trying to the eyes. Shoe bow making is light and easy, but monotonous. Rosettes are more elaborate and are seldom made by the same workers who make bows or beading. Work on shoe trimmings has a summer season and a winter season. In Summer, home workers are occupied with beading and rosettes for winter slippers; in Winter they make bows and buckles for light shoes and pumps for Summer. These seasons overlap and there is consequently no great irregularity in shoe trimming work.

Much of the work on shoes and shoe trimmings was done in country districts, and consequently a large proportion of it was distributed by contractors. Some of the contractors receive a fixed commission from the manufacturer, while others are paid at the regular rates for the work they give out, and make their profits by paying the workers as much less than the regular rates as they can. Most of the work on turn shoes is distributed directly; the shoemakers either carry the shoes themselves or express them, paying the charge one way. Slipper beading and shoe bows and rosettes were given out to home workers by the 10 shoe trimming manufacturers and four of the shoe manufacturers visited. In all, about 1,700 were employed by the 14 firms. As in the case of hand-knit and machine-knit slippers, baby shoes, and moccasins, workers were secured either by advertisement or by the application of themselves or their friends.

Rates of Pay.

Making hand-sewed turn shoes,	\$0.15 to \$0.24	a pair.
Making babies' moccasins, . . . . .	.02½	a pair.
Trimming babies' moccasins, . . . . .	.02½	a pair.
Sewing and trimming machine-knit slippers, . . . . .	.02 to .02½	a pair.
Crocheting worsted slippers, . . . . .	.11	a pair.
Beading kid or satin slippers, . . . . .	.15 to 1.00	a pair.
Making flat pump bows, . . . . .	.05	a dozen.
Making rosettes of chiffon or satin. . . . .	.25	a pair.

(2) THE LABOR SUPPLY.

Many of the workers belong to families which have made shoemaking their main business for generations and are well known to the factories, so that manufacturers have no difficulty in securing a sufficient number. The old New England turn shoe men are now dying out and many of them believe that their craft will die with them; but the work is being taken up by Italian immigrants who prove no less able and are often quicker workers. These latter, however, work in groups in regular workshops, while the New England shoemakers usually work alone and have only occasionally been found using workshops not connected with their homes. Consequently, while the supply of labor for hand-sewed turn shoes shows no sign of decrease, home work on these goods will probably disappear in a few years. Work on hand-sewed turn shoes is usually slack in Summer, a fact which may be due not so much to industrial causes as to the habits of the workers, most of whom turn to agricultural or other pursuits in the summer months and work on shoes either irregularly or not at all at this season.

H. Hosiery and Machine-knit Goods.

(1) THE INDUSTRY.

Sixty-eight knitting mills¹ in Massachusetts are listed by the Bureau of Statistics, 50 of which are in the eastern part of the State. The industry centers in Metropolitan Boston, where 32 of the mills are located, 11 of these being in the town of Needham. Thirty-seven knitting mills were visited, all of which used power machinery, and in addition three of the hand-frame workshops were visited. The products of these factories are men's, women's, and children's knit underwear and hosiery; sweaters, caps, and mittens; infants' coats and leggings, etc. Home workers are employed on all of these garments except men's knit underwear.

Of the 27 establishments reporting home work, 10 employed home workers to finish sweaters, six to finish caps, gloves, mittens, and infants' leggings, and one for both kinds of work. Six establishments had home workers to crochet the beaded edging on women's and children's underwear. One had all of the above processes performed at home. Two establishments had home workers to mend men's half hose, one to embroider

¹ Includes establishments classified in the Annual Report on the Statistics of Manufactures for 1913 under hosiery and machine-knit goods and also under hand-knit goods. Those establishments which are classified in the aforementioned report under hand-knit goods are workshops in which the product is knitted by machines operated by hand power. There are no factories in Massachusetts which make what is commonly known as hand-knit goods.

PLATE I.



Fig. 1. — Leggings on which "seaming" is done at home (43 cents a dozen).

Fig. 2. — Hand-embroidered gown (embroidering on front and sleeves, \$1.20 a dozen).

Fig. 3. — Baby's moccasins (making, $2\frac{1}{2}$ cents a pair; trimming, $2\frac{1}{2}$ cents a pair).

Fig. 4. — Hand-frame knit glove, "seaming" partly completed (seaming, 16 cents a dozen pair).

Fig. 5. — Hand-crocheted edge on union suit (30 cents a dozen).

"clocks" on women's silk hose, and one to run ribbon through women's underwear. In addition, one of the above firms had a few home workers parting cuffs, running rubber through knit belts, and making advertising samples.

The work on sweaters, leggings, gloves, etc., is "seaming."¹ The worker rips a short strand of worsted from the edges which are to be joined and threads it in a blunt needle. The loose stitches thus left are then worked together, making a flexible seam. The smooth, inconspicuous seams in loosely-knit garments are made by hand in this way, for the machine-made seam is a hard ridge. The pockets, collars, and cuffs of sweater coats, the feet and legs of leggings, and sometimes the joinings in caps, bonnets, and mittens, are hand-seamed. This process and the embroidering of "clocks" are the most highly skilled of the home processes on machine-knit goods. Both involve careful counting of stitches and are trying to the eyes. The finishing of caps often includes gathering up the top and making a clipped worsted ball or tassel. This is fairly unskilled work and is sometimes done by children. Clipping the worsted for the tassel sends lint flying and is said to affect the health of the worker after a while. No other ill effects were reported by workers on knit goods except the eye strain from crocheting and from seaming on dark materials.

Rates of Pay.

Finishing sweater coats (cuffs, collars), . . .	\$0.16 each.
Finishing sweater coats (pockets), . . .	.40 a dozen.
Finishing leggings (closed feet), . . .	.43 a dozen and upward.
Finishing leggings (open feet with straps), . . .	.36 a dozen and upward.
Finishing mittens, . . .	\$0.12 to .16 a dozen pairs.
Finishing caps (with clipped tassel), . . .	.12 to .25 a dozen.
Crocheting edges on women's underwear:	
Medium neck, . . .	.21 a dozen.
Same, with front opening, . . .	.25 a dozen.
Low neck, . . .	.30 a dozen.
Low neck and arms, . . .	.55 a dozen.
Crocheting edges on infants' underwear:	
Shirts, . . .	.25 to .45 a dozen.
Bands, . . .	.25 to 1.10 a dozen.
Mending men's half-hose:	
"Bad" mending, . . .	.08 a dozen pairs.
Other mending, . . .	.03 a dozen pairs.
Threading ribbon in women's underwear, .04½ to	.11 a dozen.
Threading rubber in knit belts, . . .	.17 a dozen rows and upwards.
Embroidering clocks on women's silk hose, . . .	3.50 a dozen pairs.

¹ See Plate I, figures 1 and 4, facing p. 76.

(2) THE LABOR SUPPLY.

The 27 manufacturers of hosiery and machine-knit goods who give out home work reported all together 1,544 home workers. The labor supply is ample for every kind of work given out from the knitting mills. In most cases home workers are secured through agents or by other workers. The heads of the numerous small firms and hand-frame workshops give out work directly to their relatives and neighbors. The busy season in this industry extends through the Winter, but there is no marked dull period, as the seasons for knitting summer and winter garments follow closely upon one another.

The knitting-frame and its successor, the power knitting-machine, have to some extent superseded the home work of the hand-knitter, but at the same time they have created a new home industry, the hand-finishing of machine-knit goods. Before circular knitting-machines were introduced, the fingers of machine-knit gloves always had to be seamed up by hand;¹ before the double-shell machine was perfected, all edgings and trimmings of the machine product had to be put on by hand;¹ and hand work was required to pick up the dropped stitches and mend the holes left by the imperfect early machines. In those localities where the old frames are still in use the knitter's whole family is often employed in hand-finishing the product of his few machines. As knitting machinery becomes more perfect, less and less hand work is necessary upon each garment; but the output is so enormously increased that the number of hand-finishers grows larger rather than smaller. The three original home processes of seaming, trimming, and mending are still in evidence, although in some cases no longer required in order to produce a well-made article; for home work will continue to characterize the industry so long as the word "hand-finished" is accepted by the consumer as a hall-mark of quality.

Work on machine-knit goods is distributed directly from the factory or by contractors who receive a fixed commission from the manufacturer.

I. Suspenders, Garters, and Elastic Woven Goods.

(1) THE INDUSTRY.

Thirty-two firms were engaged in manufacturing suspenders, garters, and elastic woven goods in Massachusetts. Nearly all of these were located in the Eastern half of the State; eight were in Boston, five in Worcester, five in Chelsea, four in Easthampton, and 10 in nine other

¹ See Plate I, figure 4, facing p. 76.

cities and towns. Of the six firms reporting home work, three were in Worcester and three in Boston.

The products of these factories are suspenders, garters, hose supporters, belts, and razor strops; elastic webbing, cords, braids, corset bandages, trusses, and shoe gores, and all kinds of narrow elastic fabrics and webs. The work given out by the six establishments reporting home work is almost entirely confined to stringing buttons and loops on non-elastic webbing and stringing buckles on elastic webbing for hose supporters and garters. Occasionally pasting pads for suspenders is included.

Stringing buttons, buckles, and loops on webbing is very easy and requires no training. Children do it more rapidly than adults. The worker needs only to be instructed how far to slip these on the webbing so as to leave just the right amount to be turned under and stitched in the factory. A few workers complain that the buckles cut their fingers, especially when the webbing is a little too wide for the buckle. There seem to be no other ill effects upon health except when children are kept working till late at night. The rate of pay is said to be determined on the basis of 10 cents an hour.

Pasting suspender pads is also easy work. The firm sends out cardboard and cloth cut to the proper size and shape and the worker pastes the cloth on the cardboard and turns it under neatly around the edge. This work is usually done by machinery in the factory, but sometimes a new style or shape can not be done on the machines and so is sent out to home workers.

*Rates of Pay.*¹

Stringing buttons on non-elastic webbing,	\$0.07-\$0.08 a gross pair.
Stringing buckles on elastic webbing, . . . . .	.16 a gross pair.
Stringing loops on elastic webbing, . . . . .	.20 a gross pair.
Pasting pads for suspenders, . . . . .	.03 a dozen.

(2) THE LABOR SUPPLY.

The six establishments employing home labor reported 92 names upon their pay-rolls. It was found in the course of the agent's visits that 21 of these names represented 51 persons actually engaged upon the work given out to these 21. Assuming the same proportion of group workers for other pay-rolls, the 92 names reported represent a total of 223 workers, or 32.2 per cent of the total number of workers employed by the six firms. The securing of a sufficient number of home workers in this industry occasions no difficulty, as the work is easy and clean and can be carried about from

¹ The workers stated that a gross means a double gross, so that a gross pair means 576.

place to place. Many of the workers are factory employees and their relatives or friends. Children apply for this work in vacation and some of them do a little after school during the school year.

Although two manufacturers reported a marked shift in their home labor force, their pay-rolls showed slight irregularity in the number at work from month to month or in the amounts paid them, and the workers reported that they could secure work the year round if they so desired. Many children work during the summer vacation when adults are likely to take less home work or to drop it altogether.

The home work product in this industry is an unfinished one and merely prepares for the factory work which is itself an intermediate process in the case of the hose supporter firms which sell to the corset manufacturers hose supporters ready to be stitched on corsets.

Two of the firms reporting home work have given out the work regularly since they began business somewhat less than 10 years ago. Two others, established before that time, have introduced home work within the last 10 years. On the other hand, one large establishment formerly employing many home workers has discontinued the practice and arranged its work in such a way as to keep the inside force busy the whole year. One firm gives out home work only when it would not pay to install a new machine for a passing style.

The only contractor found in this industry receives a commission of $33\frac{1}{3}$ per cent of the price paid the worker as remuneration for carrying the work back and forth and instructing the workers. All other work is given out directly from the factory, the workers calling for it once daily, or oftener, and paying car fare, if necessary. In all cases the manufacturer sets the rate, supposedly on the basis of factory rates. One manufacturer stated that his standard was 10 cents an hour. Few home workers were found, however, who could earn that amount.

J. Other Wearing Apparel.

Twenty-one manufacturers of other kinds of wearing apparel were interviewed, 14 in person and seven by letter. The former were located in Boston, Worcester, Springfield, and Foxborough, and the latter in Boston, Westborough, and Foxborough. Eight of the 21 reported home work. Their products are canvas and kid gloves, straw hats, and hand-knit goods. Those reporting no home work included six manufacturers of corsets and ostrich feathers and one buttonhole maker.

(1) GLOVES.

Six establishments were engaged in the manufacture of gloves in Massachusetts. Five of these were in Boston and one in Brockton. Three employed home workers. One factory in Gloversville, New York, employed a few home workers in Massachusetts. Two of the three factories reporting home work manufactured men's and women's kid gloves. The third manufactured workingmen's canvas and flannel gloves.

Home workers stitch the kid gloves on a gauge machine such as is used in glove factories. The canvas gloves are made inside out on an ordinary sewing machine; the wrist bands are of knitting mill waste and the gloves are sometimes lined with flannel.

Rates of Pay.

Making leather gloves, \$0.80 to \$1.35 a dozen pairs.

About four hours are required to make a dozen pairs at \$1.10.

Making canvas gloves:

Light canvas,15 a dozen pairs.

Heavy canvas,17 a dozen pairs.

About two hours are required to make a dozen pairs at \$0.15.

Women who have not been trained in a glove factory can not do kid-glove making at home, consequently the supply of home workers is strictly limited. Only two Massachusetts manufacturers send out such work, and together employ only about 10 home workers. These workers have been brought up in the glove industry and most of them come from Gloversville, N. Y., where home work on gloves is general. Owing to the scarcity of the labor supply and the skilled nature of the work, they are able to command high wages in Massachusetts. Canvas glove makers, on the other hand, do arduous but comparatively simple work which requires no special equipment; consequently, they can easily be secured or replaced by advertising in the newspapers. One manufacturer reported that he employed about 15 canvas glove makers. It is not known to what extent home work on workingmen's gloves is done in Massachusetts, for many of the employers who advertise for home workers in Boston papers are located in other States. No seasonal fluctuations occur in the manufacture of gloves. Home work on gloves is supplementary to factory work, and is only given out where inside help can not be secured. Materials for glove making do not pass through the hands of contractors, but are always distributed directly from the factory to the workers.

(2) STRAW HATS.

The straw hat industry of Massachusetts was first established in Foxborough, where hats have been made since the early nineteenth century. Home work was characteristic of the industry until recently, but at the present time only two out of 19 establishments in Massachusetts are regularly employing home workers. Hat factories usually devote the Summer entirely to the manufacture of felt goods for the coming Winter, consequently, no straw braid whatever is sent out to the home workers from April until October. The object of employing home workers on straw reeling is to save space which would otherwise have to be given up to a highly seasonal, unskilled operation not requiring the use of mechanical power.

The chief operation performed by home workers on straw hats is mending and reeling braided straw or chip before it goes to the machine operators who stitch it into hat shapes in the factory. Straw hat braid is imported in the form of skeins of varying quality, some skeins being full of breaks and weak places while others are in unbroken lengths. These are delivered to the home workers in bundles of 100 at a time. Each worker is provided by the factory with a reel and swift, which are a pair of wooden winding wheels resembling spinning-wheels but turned entirely by hand. Between reel and swift sits the "reeler" who unwinds the straw or chip from the reel to the swift, rebraids and mends it wherever a break appears, ties each coil in three places as she takes it off the swift, and finally binds up the coils in bundles of 100.

Rates of Pay. — The most usual rate of pay is one cent a skein. As mending and winding a skein may take any period of time from a few seconds to 10 minutes, the hourly earnings are variable, usually, however, averaging about 15 cents.

(3) HAND-KNIT GOODS.

The manufacture of hand-knit goods is not carried on in factories in Massachusetts.¹ The articles are usually made by home workers in the employ of wholesale and retail stores and fancy goods manufacturers. Hand-knit goods include aviation caps, automobile bonnets, infants' coats, and other small articles. Hand-knit shoes have already been mentioned in connection with home work on shoes. The four establishments giving out

¹ Those establishments which are classified under "hand-knit goods" in the annual reports of the Bureau of Statistics on the Statistics of Manufactures are establishments in which knit goods are made by machines operated by hand.

this kind of work include a department store, a hosiery shop, a wholesale dry goods house, and a fancy neckwear workroom.

The work is mostly crocheted with fine or coarse yarn. Making aviation caps is very simple. Infants' coats require more skill and care, especially where two colors are used.

Rates of Pay.

Aviation Caps, two sizes:

Rates to home worker,	\$0.65 and \$0.30 a dozen.
Rates to contractor, . . . . .	.75 and .35 a dozen.
Retail prices, . . . . .	.75 and .50 each.

About one hour is required to make the small sized cap at \$0.30 a dozen.

Crocheted Infants' Jackets:

Rate to home worker,	\$2.75 a dozen.
Wholesale price,	9.00 a dozen.
Retail price,	1.50 each.

Crocheted Slippers:

Rate to home worker,	\$0.30 a dozen pairs.
Rate to contractor, . . . . .	.40 a dozen pairs.
Retail price, . . . . .	.25 a pair.

About one hour is required to make a pair and a half.

The four establishments reporting home work on hand-knit goods employed altogether about 300 home workers. The number could be estimated only with difficulty, as most of this work was distributed through contractors. Workers are secured by advertisements in the newspapers and by inquiries of contractors among their personal acquaintances. In spite of the low rates the work is popular because it is pleasant and easily handled.

The demand for hand-knit goods is strictly seasonal, but in many cases the home workers who make hand-knit goods during the Autumn and early Winter are employed on fancy neckwear at the Christmas season and in the Spring, passing naturally from the crocheting of wool caps to the crocheting of lace bows and jabots. Both kinds of work are distributed by the same contractors.

Nearly all of the work on hand-knit goods passes through the hands of contractors, probably for two reasons: *First*, the yarn of which the garments are made is a fairly valuable material and home workers are said to be apt to keep it and not do the work, unless carefully supervised. One manufacturer who distributed the work directly tried to avoid this difficulty by requiring a 50-cent deposit of all women taking out work, but he re-

ported that in spite of this his losses were considerable. *Second*, a large part of the labor force is made up of immigrants, mostly Armenians, who are particularly fitted for such work, often because they learned to do it in the Turkish schools and these people can most easily be dealt with through a middlewoman of their own race. Of the four contractors interviewed, three gave out also fancy neckwear and Irish lace work, thus combining two seasonal industries which partly supplement and partly overlap each other. Two of the four were Armenians.

K. The Worker.

(1) SEX AND AGE.

Home work on Wearing Apparel is predominantly women's work. The following table indicates the comparatively small numbers of men and of children employed.

TABLE 34. — *Sex and Age of Home Workers on Wearing Apparel.*

AGE GROUPS.	MALES		FEMALES		BOTH SEXES	
	Number	Percent-ages ¹	Number	Percent-ages ¹	Number	Percent-ages ¹
All Ages.	34	100.0	762	100.0	796	100.0
Under five years,	—	—	—	—	—	—
Five years and under 10,	1	3.1	3	0.4	4	0.5
10 years and under 14,	3	9.4	24	3.3	27	3.5
14 years and under 18,	2	6.3	23	3.1	25	3.2
18 years and under 21,	—	—	18	2.5	18	2.4
21 years and under 25,	—	—	31	4.2	31	4.1
25 years and under 30,	1	3.1	49	6.7	50	6.5
30 years and under 35,	—	—	83	11.3	83	10.9
35 years and under 40,	1	3.1	98	13.4	99	12.9
40 years and under 45,	2	6.3	99	13.5	101	12.7
45 years and under 50,	2	6.3	80	10.9	82	10.7
50 years and under 55,	—	—	70	9.6	70	9.2
55 years and under 60,	3	9.3	47	6.4	50	6.5
60 years and over,	1	3.1	36	4.9	37	4.8
Age not reported,	16	50.0	72	9.8	88	11.5
	2	—	29 ²	—	31 ²	—

¹ The percentages in this table are computed on the basis of the number reporting.

² Includes four females under 16 years of age, whose exact ages were not reported.

The 765 home workers who furnished information as to age and sex included only 32 males and only 31 children under 14. Twenty-one of the 32 males were engaged in shoemaking, the only home process on Wearing Apparel which requires masculine strength; the remaining 11 assisted their wives or mothers in various unskilled processes, such as creasing shirt facings or winding straw braid, during spare time. The reason for the small proportion of children employed is probably to be found not in the nature of the work, for much of it is entirely unskilled, but rather in the fact that, as a class, Massachusetts home workers on Wearing Apparel are

economically above the need for child labor in the home. Children are, however, extensively used to carry bundles of home work to and from the factory.

It will be seen that here, as in other industries studied, the age of home workers centered round the group "35 years and under 40", but that the proportion of children under 14 was appreciably less in this group of industries, and that the proportion of persons 60 years of age and over was larger, comprising no less than 11.5 per cent of the total number visited, as compared with a corresponding percentage of 8.2 for all industries. The home worker on Wearing Apparel was found to be, as a rule, the wife and mother, living at home and keeping house, a wage-earner only in what she terms her leisure time. Less than one-fifth of the women 16 years of age and over were single, while two-thirds were married; the remainder — slightly less than one-sixth — were widowed, separated, divorced, or deserted.

(2) SCHOOL ATTENDANCE.

The following table shows the number of children under 18 years of age by specified age groups attending and not attending school.

TABLE 35. — *School Attendance of Home Workers on Wearing Apparel: By Age and Sex.*

AGE GROUPS.	NUMBER OF MALES —		NUMBER OF FEMALES —		NUMBER OF BOTH SEXES —	
	In School	Not in School	In School	Not in School	In School	Not in School
Under 18 years.	6	-	61	11	67	11
Five years and under 10,	1	-	3	-	4	-
10 years and under 14,	3	-	24	-	27	-
14 years and under 16,	2	-	21	2	23	2
16 years and under 18,	-	-	9	9	9	9
Under 16 years, exact age not reported, . . .	-	-	4	-	4	-

It will be seen from the above table that only a small number of persons under 18, who were working at home on Wearing Apparel, reported that they were not attending school at the same time, and none of those out of school were less than 14 years of age. The fact of school attendance alone, however, does not register the effect which home work may have upon a child's educational opportunity, as is emphasized elsewhere in this report. Where short hours of sleep and indoor confinement characterize the work of minors in this industry, it is safe to assume that the most regular school attendance may fail to secure for the pupils even normal advancement.

(3) EARNINGS AND INCOMES.

(a) *Annual Earnings from Home Work.*

The annual earnings of home workers were obtained from rolls of the manufacturers, and the number of persons earning the paid by the manufacturers was made known when the person in whose name the work was taken out was interviewed. The data here presented are for home workers who were employed during the year preceding the date the pay-rolls were obtained and also for those home workers who received payments for nine months or more of the year.

TABLE 36. — *Number of Families of Home Workers on Wearing Apparel Earning More than Specified Amount a Year.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Families	Number re- port- ing Earnings	NUMBER OF FAMILIES EARNING A YEAR						
			Less than \$25	\$25 to \$49.99	\$50 to \$99.99	\$100 to \$149.99	\$150 to \$199.99	\$200 to \$249.99	\$250 to \$299.99
All Families.	645	427	117	76	105	61	32	10	5
One worker,	530	342	95	65	85	46	23	9	5
Two workers,	90	66	16	11	16	12	4	1	1
Three workers,	17	11	3	—	3	2	2	—	—
Four workers,	5	5	2	—	1	—	2	—	—
Five workers,	3	3	1	—	—	1	1	—	—

Families of Home Workers employed for Nine Months or Over.										
All Families.	—	213	7	25	65	49	32	9	—	—
One worker,	—	167	6	21	53	37	23	8	—	—
Two workers,	—	35	—	4	10	10	4	1	—	—
Three workers,	—	6	1	—	1	1	2	—	—	—
Four workers,	—	3	—	—	1	—	2	—	—	—
Five workers,	—	2	—	—	—	1	1	—	—	—

TABLE 37. — *Percentage of Families of Home Workers on Wearing Apparel Earning More than Specified Amount a Year.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Families	Number re- port- ing Earnings	PERCENTAGE OF FAMILIES EARNING A YEAR						
			Less than \$25	Less than \$50	Less than \$100	Less than \$150	Less than \$200	Less than \$250	Less than \$300
All Families.	645	427	27.4	45.2	69.8	84.1	91.6	93.9	95.8
One worker,	530	342	27.8	46.8	71.6	85.1	91.8	94.4	96.9
Two workers,	90	66	24.2	40.9	65.2	83.3	89.4	90.9	93.9
Three workers,	17	11	27.3	27.3	54.5	72.7	90.9	90.9	90.9
Four workers,	5	5	40.0	40.0	60.0	60.0	100.0	100.0	100.0
Five workers,	3	3	33.3	33.3	33.3	66.7	100.0	100.0	100.0

Families of Home Workers Employed for Nine Months or Over.										
All Families.	—	213	3.3	15.0	45.5	68.5	83.6	87.3	90.6	93.9
One worker,	—	167	3.6	16.2	47.9	70.1	83.8	88.6	91.9	95.8
Two workers,	—	35	—	11.4	40.0	68.6	80.0	82.9	88.6	93.9
Three workers,	—	6	16.7	16.7	33.3	50.0	83.3	82.3	88.6	93.9
Four workers,	—	3	—	—	33.3	33.3	100.0	100.0	100.0	100.0
Five workers,	—	2	—	—	—	50.0	100.0	100.0	100.0	100.0

The majority of the home workers on Wearing Apparel, 69.8 per cent, earned less than \$100 in the year at home work, while 27.4 per cent earned less than \$25. Home work earnings in this industry rarely exceeded \$300 for the year, barely 4.0 per cent having this amount or more. Only three families earned \$500 or over. In two of these families the home workers were turn shoemakers,¹ one worked with an assistant and the other was helped by his wife. The third was a girl worker who stitched children's rompers on a sewing machine, with the help of her two sisters. These workers gave their whole working time to home work.

Home work on Wearing Apparel, although on the whole better paid than some home industries, is not so profitable that women without other means of support would be likely to take it up. "They take up this work," said a manufacturer who knew her home workers intimately, "like you or I might pick up a book and read it, and I pay them accordingly."

(b) *Incomes from All Sources.*

Information as to income was obtained from the workers, and their home-work earnings were copied from the pay-rolls of the 41 factories employing them.

The following table shows the family incomes and home-work earnings, for the 12 months preceding the date the pay-rolls were obtained from the manufacturers, of families having one or more home workers on Wearing Apparel.

TABLE 38. — *Annual Earnings of Families from Home Work on Wearing Apparel and Incomes from Other Sources.*

ANNUAL EARNINGS FROM HOME WORK.	Total Number of Families	NUMBER HAVING ANNUAL INCOME EXCLUSIVE OF HOME WORK OF—								Depend- ent on Home Work Exclu- sively
		Under \$50	\$50 and under \$250	\$250 and under \$500	\$500 and under \$750	\$750 and under \$1,000	\$1,000 and under \$1,250	\$1,250 and Over	Not Stated	
All Families.	645	1	28	101	150	105	53	48	129	30
Under \$25.	117	—	2	16	22	21	14	12	30	—
\$25 and under \$50.	76	—	3	7	18	15	5	6	21	1
\$50 and under \$100.	105	—	3	9	27	26	11	9	16	4
\$100 and under \$150.	61	—	1	12	15	9	8	5	9	2
\$150 and under \$200.	32	—	4	4	3	7	2	3	7	2
\$200 and under \$250.	10	—	2	2	1	—	1	—	2	2
\$250 and under \$300.	9	1	2	—	—	—	—	1	1	4
\$300 and under \$350.	6	—	—	—	1	—	—	—	1	4
\$350 and under \$400.	6	—	1	—	—	—	—	—	2	3
\$400 and under \$450.	2	—	—	—	—	—	—	—	1	1
\$500 and over.	3	—	—	—	1	1	—	—	—	1
Earnings not reported.	218	—	10	51	62	26	12	12	39	6

¹ One of these turn shoe workers was entirely dependent upon home work, having no other income.

Nearly three-fourths of the families furnishing information had an annual income of at least \$500, exclusive of home work; considerably more than one-third had \$750 or over; and one-fifth had at least \$1,000. Information as to the number in the families was not available.

(c) *Hourly Earnings.*¹

The number of home workers on Wearing Apparel from whom information as to hourly earnings was secured was 434. Of this number 303 reported hourly earnings of less than 10 cents and 173 reported less than six cents. There were 112 workers who earned 10 cents or more an hour but only 18 of these earned 20 cents and over. The lowest hourly earnings were those of the workers on Hosiery and Machine-knit Goods, on Men's Coats and Pants, and on Shoes (other than turn shoes); about one-half of these workers received hourly earnings of less than seven cents. Among the workers on Men's Coats and Pants 41.7 per cent earned five cents and less, while 21.7 per cent earned 10 cents and over. Work on Men's Shirts and Pajamas and Neckwear appeared to be relatively well-paid home work. Forty-eight home workers on shoes reported as to their hourly earnings. Of this number, 25 were earning five cents and less, while 13 were earning 15 cents and over, but only 10 were earning more than five cents and less than 15 cents. These returns reflect the division of the home shoe workers into two well-marked groups — the makers and trimmers of babies' moccasins, who are low-paid "leisure-time workers," and the turn shoe workmen, the best paid of all home workers on Wearing Apparel. Sixty-three home workers on shoe trimmings who reported on this point included only 21 earning five cents and less, while over one-half of them (32) were earning more than five cents and less than 10 cents, but only 10 were earning 10 cents or over.

The fact that only 112, or about one-third of the Wearing Apparel workers interviewed, made more than 10 cents an hour is significant. It shows that even by working 54 hours a week but few of these home workers could make as much as \$5.40 a week, and this estimate does not take into account possibilities of seasonal or other non-employment.

¹ See Table 23, pp. 50 and 51, *ante*, on Hourly Earnings of Home Workers: By Industries.

(4) EXTENT AND CAUSES OF NON-EMPLOYMENT.

The following table shows the extent and the causes of non-employment.

TABLE 39. — *Extent and Causes of Non-employment for Families of Home Workers on Wearing Apparel.*

CAUSES OF NON-EMPLOYMENT.	Total Number of Families	Number Employed 12 months	NUMBER NOT EMPLOYED —					Number who Started Home Work after beginning of Year
			Less than Three Months	Three Months and Less than Six	Six Months and Less than Nine	Nine Months and Less than 12	Number of Months not reported	
All Causes.	645	175	90	106	100	51	37	77
<i>Enforced idleness due to an industrial cause,</i>	<i>207</i>	<i>-</i>	<i>58</i>	<i>64</i>	<i>55</i>	<i>25</i>	<i>5</i>	<i>-</i>
<i>Dull season,</i>	<i>183</i>	<i>-</i>	<i>54</i>	<i>56</i>	<i>46</i>	<i>23</i>	<i>4</i>	<i>-</i>
<i>Other employment,</i>	<i>12</i>	<i>-</i>	<i>2</i>	<i>2</i>	<i>5</i>	<i>2</i>	<i>1</i>	<i>-</i>
<i>Strike,</i>	<i>12</i>	<i>-</i>	<i>2</i>	<i>6</i>	<i>4</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>Illness,</i>	<i>58</i>	<i>-</i>	<i>7</i>	<i>20</i>	<i>16</i>	<i>4</i>	<i>5</i>	<i>-</i>
<i>Voluntary idleness,</i>	<i>58</i>	<i>-</i>	<i>11</i>	<i>13</i>	<i>21</i>	<i>8</i>	<i>5</i>	<i>-</i>
<i>Change of residence,</i>	<i>3</i>	<i>-</i>	<i>-</i>	<i>1</i>	<i>1</i>	<i>1</i>	<i>-</i>	<i>-</i>
<i>Started home work after beginning of year,</i>	<i>77</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>77</i>
<i>Other,</i>	<i>9</i>	<i>-</i>	<i>2</i>	<i>-</i>	<i>3</i>	<i>4</i>	<i>-</i>	<i>-</i>
<i>Employed twelve months,</i>	<i>175</i>	<i>175</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>Causes not reported,</i>	<i>64</i>	<i>-</i>	<i>12</i>	<i>8</i>	<i>13</i>	<i>9</i>	<i>22</i>	<i>-</i>

Five hundred and eighty-one families of home workers on Wearing Apparel reported as to the extent and cause of non-employment during the year. Of this number, 207 were out of work part of the year on account of industrial causes, usually dull season, 58 were voluntarily idle, and 52 remained out of work through illness.

2. JEWELRY AND SILVERWARE.

BY MARGARET HUTTON ABELS.

A. Introductory.

Rhode Island, Massachusetts, New York, and Connecticut have come to be the leading States in the Union in the manufacture of jewelry. In Boston, in revolutionary times, the Revere family did a thriving business as gold and silversmiths. A little later, in North Attleborough, a Frenchman, remembered only as "the foreigner" and Serile Dodge in Providence, were making breastpins, ear-drops, watch keys, and silver spoons. When Nehemiah Dodge, the pioneer of jewelry manufacture in the modern sense, introduced machinery and invented rolled plate, enterprising Attleborough jewelers on the pretense of purchasing presents for country cousins are said to have ascertained the secrets of the Providence manufacturers and thus launched Attleborough upon its career as a jewelry manufacturing town. For more than 100 years, through periods of prosperity and seasons of depression, the industry has increased and spread from these centers. The fall in the price of silver in 1893 and 1894 led to its use in a great variety of silver novelties so that nearly all leading jewelers became silversmiths also and it is increasingly difficult to separate the two industries. In this study no attempt has been made to make such a separation.

How long home work has been carried on in the jewelry towns can not be ascertained, but one firm reported the employment of outside workers for over 50 years. It is in Attleborough, Plainville, Mansfield, Taunton, and Norton that most of the firms employing home labor are located. The Boston jewelers, who never adopted the Dodge methods and even now do chiefly order work upon the best grades of jewelry, employ no home workers.

For this study 252 jewelry and silverware firms were interviewed, 197 in person, and 55 by correspondence. Of these, 70 employed home workers, 66 being in Attleborough and vicinity, and four in Cambridge, Somerville, and North Swansea. Among the products of these factories are included all kinds of jewelry and silverware, but those of interest in a study of home work are mesh bags, chains, enameled pins and brooches, and a general line of the cheaper grades of jewelry.

B. Processes and Rates of Pay.

Home work processes connected with the jewelry industry may be divided into four groups: (1) Various processes upon mesh bags; (2) turning, linking, and soldering chains; (3) painting on enamel; and (4) miscellaneous processes mostly upon very cheap grades of jewelry.

(1) MESH BAGS.

By far the largest number of workers is employed upon mesh bags for 13 firms. There are three kinds of mesh: Ring, lock (known also as hook and eye and unbreakable), and punch (called also fish scale and coat of mail). There is a bewildering number of sizes and styles of bags and an equally bewildering variation in rates of pay for home work. The size of the ring, the degree of difficulty of the pattern, the season of the year, the number of contractors concerned, the nationality of the worker, and other considerations enter into the fixing of rates of pay.

The following list of processes and rates will give an idea of the range of prices in 1912 and 1913 and the usual price for some of the common styles and sizes of bags and the processes connected with their making:

*Processes and Rates of Pay for Home Work on Mesh Bags.***I. Ring Purses.**

1. Linking, ¹	\$0.04 to \$1.40 each.
	.08 to .25 a thousand rings.
Two-inch bags (coarse links), . . . . .	.04 to .05 each.
Three-inch bags (coarse links), . . . . .	.06 to .08 each.
Four-inch bags (coarse links) (30 doubles), . . . . .	.10 each.

Each bag is begun with a chain of alternating single and double links. If the double link occurs 15 times the size of the bag is said to be 30 doubles.

Five-inch bags (coarse links) (40 doubles), . . . . .	.12 each.
Five-inch bags (medium links) (66 doubles), . . . . .	.35 to .65 each.
Five and one-half-inch bags (fine links), . . . . .	.55 each.
Six-inch bags (medium links) (86 doubles), . . . . .	.55 to .72 each.
Six-inch reverse bags (medium links), . . . . .	.45 to 1.00 each.
Six-inch full bags (fine links) (104 doubles),	1.30 to 1.65 each.

A full bag is one which is to be shirred at the top before hanging in a six-inch frame. Often the price is the same for the full as for the plain bag although the former requires more work.

Fringe,15 to .18 a yard.
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Fringe is sometimes made separately by special workers to be linked to the tops or bottoms of plain bags.

¹ A linking process on which there is a patent has been omitted from this list.

Insertion, \$0.10 a yard.

Insertion and daisies are also made separately and are sometimes of intricate patterns.

Bands, \$0.25 to .45 a yard.

Bands are the plain straight portion of certain styles of bags. Children often make the bands while adult workers add the tops, fringes, etc.

Opera tops,25 a yard.

2. Closing bags (bottom and one side),08 to .54 a dozen.

Bags from some factories go through the hands of three sets of workers, being linked up by one set, closed by another, and hung by a third.

3. Hanging bags on frames,09 to .24 a dozen.

Three-inch bags (13 rings at top),17 a dozen.

Bags are usually hung on the frames in the factory by hand or by machines which press and rivet them to the frames, but some firms send them out to home workers.

4. Repairing bags and mesh,15 to .18 an hour.

Bags poorly made are often sent to some experienced worker or agent to be repaired. Mesh made in sheets by machinery often has rents in it which are repaired and soldered by workers at home.

II. Lock Mesh Bags.

Linking, \$0.04 to \$2.40 each.

Four and one-half-inch bags,37 to .40 each.

III. Punch Purses.

Making, \$0.10 to \$2.00 each.

Four-inch bags,15 each.

Bags from machine mesh:

Four-inch bags,06 each.

Seven-inch bags,08 each.

This mesh comes from the factory in rolls twice the width of the bag to be made. It must be separated with the fingers, made into the desired shape, and closed at the side and bottom.

Trimming bags with spangles,02 each.

The spangles are put on with the rings which close the bottom of the purse.

Most of the work upon mesh bags consists in the linking or hitching up of ring mesh. Rings made of silver or German silver are weighed out to the worker and instructions given as to the style of bag desired.

Anyone who can use pliers can readily learn to make ring purses. Each ring is taken up with the pliers from a pad on which the rings are spread; it is opened by being pressed against a grooved thumb ring worn upon the left hand, or against a screw in a bench pin; it is then put into place in the bag and closed with the pliers. The same tools and methods are used for closing the bags at the side and bottom and for linking them to the frames. Sometimes the bags must be shirred at the

PLATE II.

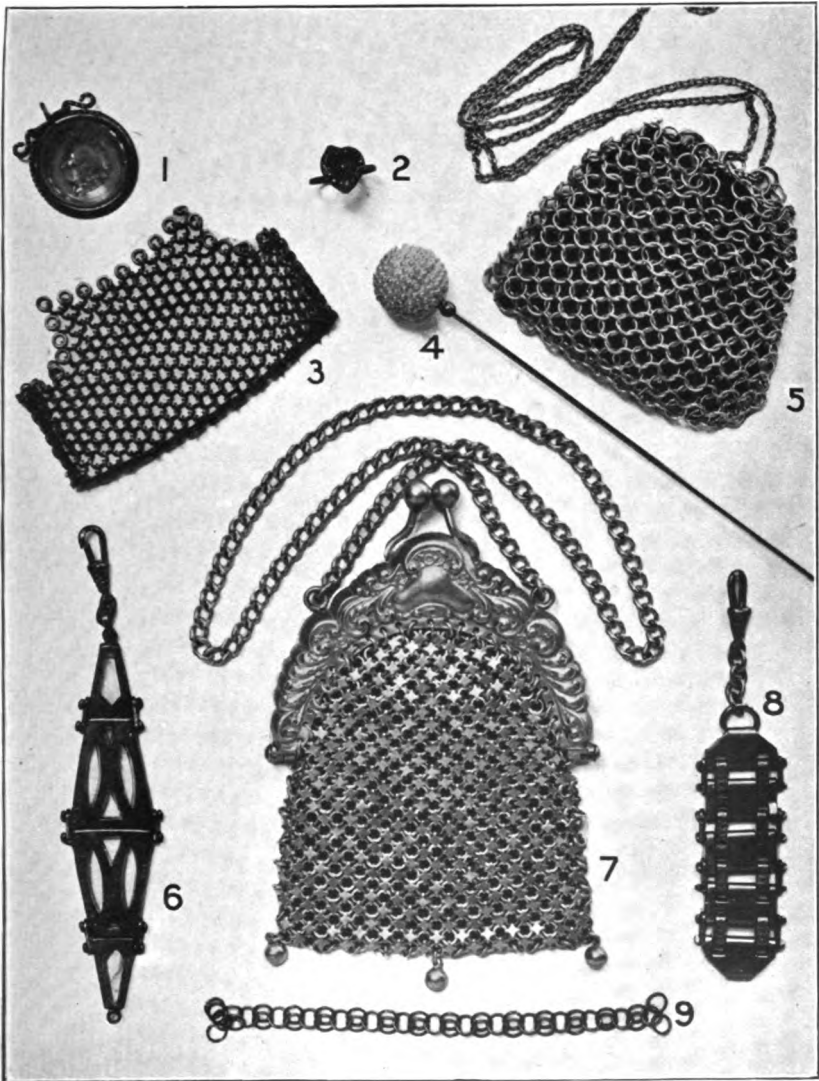


Fig. 1. — Charm, made at home (\$1.35 a gross).

Fig. 2. — Ring on which the stone was glued at home (three cents a gross).

Fig. 3. — Lock mesh bag as it comes from the home worker.

Fig. 4. — Wooden-headed hat pin on which seed pearls were cemented (36 cents a dozen).

Fig. 5. — Ring mesh bag, the chain having been put on in factory (six cents to eight cents apiece).

Figs. 6 and 8. — Metal watch fobs, assembled at home (50 cents a gross).

Fig. 7. — Punch purse, ready for sale.

Fig. 9. — The beginning of a ring mesh bag of 30 doubles.

top before they are hung into the frame. In some cases links are left at the top of the bag (or below the fringe of the top) through which a long neck chain is run or a short chain upon a thumb ring.¹

Agents sometimes give their workers with each new style of bag a diagram showing the number of doubles, the number of rows of links to be tapered, gathered, or left loose, and in fact, every detail of the bag. A skillful worker needs no instruction except this diagram.²

For the mending of machine-made ring mesh, a foot bellows and gas blower are needed. Rings of solder-filled wire are linked into the holes in the sheets of mesh with pliers and the added links soldered in the gas flame, the solder running out of the wire of which the rings are made and closing them.

Lock mesh bags are made of links resembling hooks and eyes and are considered by most workers to be harder to make than the ring purses. Some workers use a little upright wooden frame in making this mesh. The work is hung upon a crossbar which is raised from time to time as the work progresses. Lock mesh can not be made by machinery.³

Punch purses take their name from the punch formerly used in making them. The plates (or scales) were placed upon a board and their points pressed down around the connecting rings with the punch which had to be pounded with a hammer. A special kind of pliers is now used in place of the punch, hammer, and board. Much of this mesh is now produced in sheets by machinery. It is sent to home workers in rolls twice the width of the desired bag. The worker separates the mesh by hand into the proper pattern and closes the bottom and one side with pliers.⁴

(2) CHAIN.

Chain ranks second in importance among home work products in Jewelry in spite of the increasing number of chain machines and in spite of competition with imported chain made by very cheap labor in the Black Forest. Rope chain and some other kinds can not be made by machine; unsoldered chain in general is said to be produced more cheaply by home work than by factory labor. Twenty-five firms in and about Attleborough give out chain to be hitched up, turned, soldered, or assembled at home.

Linking or hitching up chain is the most important of the chain processes. It is very easy or very difficult, depending upon the pattern and

¹ See Plate II, figure 6, facing p. 92.

² See Plate II, figure 9, facing p. 92, showing the beginning of a ring mesh bag of 30 doubles.

³ See Plate II, figure 3, facing p. 92, showing a lock purse as it comes from the home worker.

⁴ See Plate II, figure 7, facing p. 92, showing a punch purse ready for sale.

the size of the links. The simpler process can be readily learned; the more complicated, such as rope, requires six months' practice even in the factory. The necessary equipment for chain making is a pair of pliers (or two pairs) and a pad upon which to spread the links so that they may be readily picked up with the pliers.¹ Rope chain requires also fine wire which is wound around the chain as it is being made and holds it in place till it is soldered.² Some chain is linked in very long pieces which are afterwards cut into the required lengths in the factory or sold in large quantities uncut. Rope is hitched up into foot lengths which are mended (fastened together) in the factory, soldered, and then cut into the lengths required for necklaces, watch chains and other purposes. The links are weighed out to the workers so that any loss may easily be detected. Linking chain is clean and pleasant work; it can be picked up at odd moments and dropped at any stage of progress; it can be carried from place to place, and in a jewelry community neighbors often visit as they link.

Turning machine-made chain, usually block chain, is another operation performed largely by home workers.³ The links are turned to make the closings of two consecutive links come together so that two links may be soldered at once. This process is performed by hand and requires no skill.

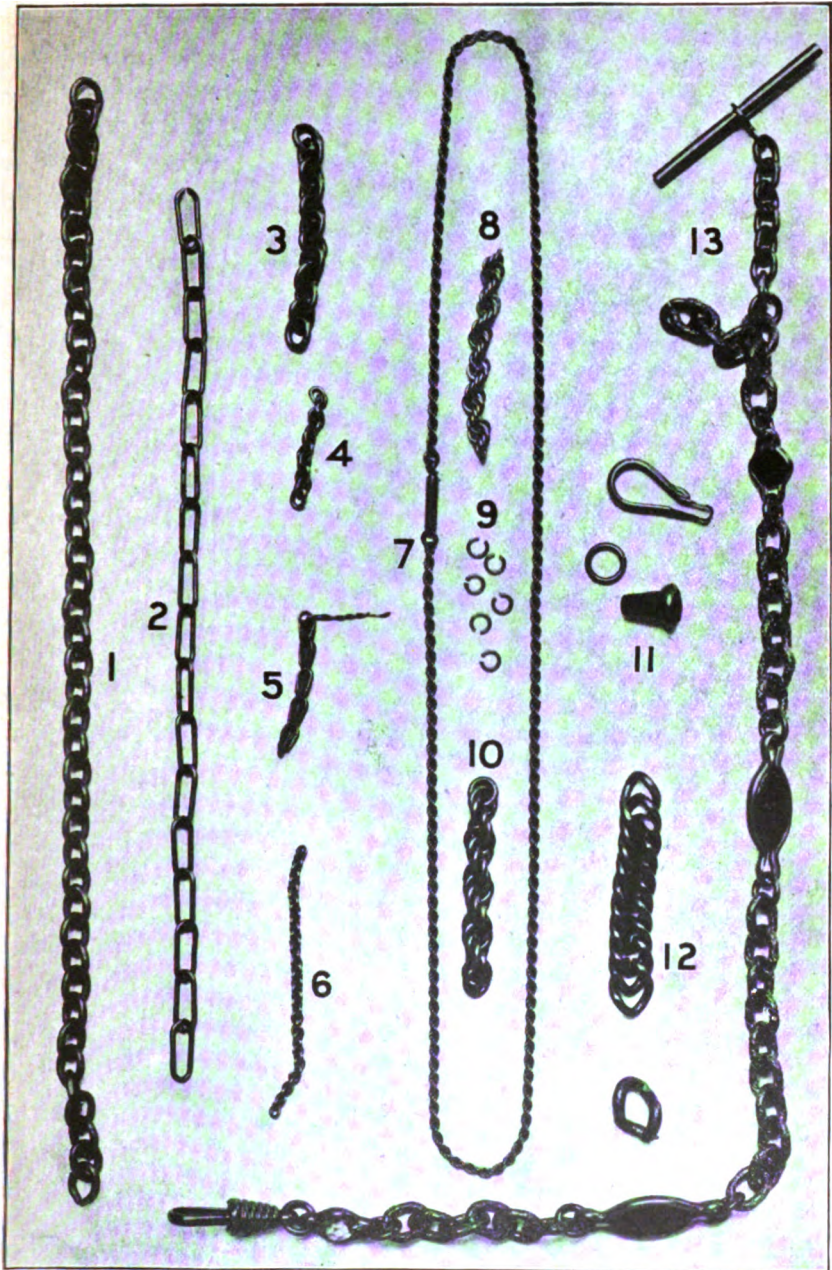
Though charging and soldering are usually done in the factory, this work is by some firms given out to agents, who do part of the soldering themselves with the aid of a charger, and give out part to such home workers as have the necessary equipment in their homes. Often the chain comes to the contractor in the greasy state in which it leaves the machine and must be cleaned in potash, rinsed in hot water, cut into the required lengths, and dipped into a borax solution to make it ready for soldering. Cutting before soldering wastes one link to a length, after soldering, two links. Block chain gets its name from the fact of its being laid upon a block to be soldered. A small piece of solder is placed, with pliers, upon each joining and heat applied from a gas blower. Either a foot bellows or an electric motor is used to furnish the pressure. When soldered the chain is stretched from a hook to test its strength, and is then ready to be returned to the factory for its silver coating. Rope chain also is sometimes soldered in the home. The chain is dipped into a solution containing potassium cyanide and then drawn through a hole in a plate to be made even. The ends of the wire with which the chain is wound in the making

¹ See Plate III, figures 8 and 9, facing this page, showing rope chain and links of which it is made.

² See Plate III, figure 7, facing this page, showing a necklace of fine rope chain.

³ See Plate III, figures 1 and 2.

PLATE III.



- Fig. 1.** — Machine-made chain, turned and soldered at home.
Fig. 2. — Machine-made block chain, turned at home.
Fig. 3. — End chain, linked at home.
Fig. 4. — Two-plier chain, linked at home.
Fig. 5. — Very difficult block chain, linked at home.
Fig. 6. — Pinch chain, linked at home.

- Fig. 7.** — Necklace of fine rope chain, linked at home.
Fig. 8. — Rope chain, linked at home.
Fig. 9. — Links of rope chain (figure 8).
Fig. 10. — Rope chain, linked at home.
Fig. 11. — Parts of a swivel, assembled at home.
Fig. 12. — Double curb chain (with link of same) linked at home.
Fig. 13. — Watch chain, assembled at home.

are twisted into loops and each length fastened by these loops into a frame like a bow which holds the chain taut for soldering. The charger now puts upon each link joining a tiny piece of solder and the solderer applies the heat. To remove the black from the soldering, the chain is washed in boiling water and oil of vitriol. Finally it is looked over, mended, if necessary, and drawn again through the plate.

Assembling of chain is another home operation and consists in putting on bars, drops, swivels, barrels, catches, and ornaments.¹ It requires no skill except the ready use of pliers.

Rates of pay for home work on chain vary less than those on mesh bags because the demand for chain is less seasonal, the styles less frequently changed, and the work more skilled, for the most part, so that it is given out to only the more intelligent workers; while the value of the material makes it desirable to employ only reliable workers. The work is well paid because it is done mostly by Americans who are skilled workers and can not be replaced by foreigners. The rate depends largely upon the difficulty of the design and the fineness of the links. Gold chain often is paid for at a higher rate than brass chain of the same style.

Rates of Pay for Home Work on Chain.

1. Linking,

Single curb, \$0.01½ a foot.

Sometimes the chain is linked up plain and curbed in the factory afterwards, and sometimes links are curbed in the factory first and left open just the right distance for linking.

Solder link curb (linking and soldering),05 a foot.

This link is made of solder-filled wire and can be soldered without charging as the heat brings the solder out at the joining.

Double curb,² \$0.40 to .90 a 100 feet.

Some firms send out single curb chain to be unhitched and "doubled" at home.

Rope (unwired),³02 to .08 a foot.

Some cheap grades of rope chain are made without wiring and soldering.

Rope (linking and wiring),06 to .17 a foot.

Rope (unsoldered brass),02 to .16 a foot.

Rope (wiring only),01 a foot.

Linking and wiring are occasionally done by different workers.

¹ See Plate III, figure 13, facing p. 94.

² See Plate III, figure 12, facing p. 94.

³ See Plate III, figure 10, facing p. 94.

Rope (linking, wiring, charging, and soldering),	\$0.23 to \$0.27	a foot.
Rope graduates (9½ inches) (unwired), . . . . .	.08 to .10	a foot.

Graduates are made of several sizes of links and taper from the center to the ends. They are more difficult to make than ordinary rope chain.

Rope graduates (9½ inches) (wired), . . . . .	.16	a foot.
Vest chain (bright work) (9½ inch with drop), . . . . .	.04	apiece.

Bright work is made of links colored before being hitched up.

Pinch, ¹ . . . . .	.01½ to .20	a foot.
Balloon, . . . . .	.06 to .16	a foot.
Two plier, ² . . . . .	.04½	a foot.

Two pairs of pliers are used for this chain.

Globe, . . . . .	.08 to .12	a foot.
Block (special style), ³ . . . . .	.05	a foot.

This chain is very difficult to make. Little cubes of gold are inclosed in gold wire.

End, . . . . .	.01½ to .02	a foot.
2. Turning,		
Machine-made chain, . . . . .	.20 to .25	a 100 feet.
Block (turning and soldering), . . . . .	.02 to .09	a foot.

3. Soldering,		
Block, . . . . .	.01 to .02½	a foot.
Single curb, . . . . .	.00½ to .01	a foot.
Rope (charging and soldering), . . . . .	.16	a foot.
Rope (small graduates), . . . . .	.14	a foot.

4. Assembling,		
Putting on swivel and ornaments, . . . . .	.06	a dozen chains.
Putting on barrel and catch, . . . . .	.20	a gross (150).

Chain comes from abroad in 25 meter lengths. The ends must be pulled out till smooth links are left. Half links are then added to fasten the barrel and catch.

Putting on bar and swivel, . . . . .	.15	a gross (150).
Clipping and putting ring in coat chain, . . . . .	.25	a 100.

(3) PAINTING ON ENAMEL.

Painting on enamel pins and brooches was reported as being done by home workers for seven jewelry manufacturers in Attleborough. This work is done through agents who have had training in painting in art schools or from private teachers. The agents make the designs and set

¹ See Plate III, figure 6, facing p. 94.

² See Plate III, figure 4, facing p. 94.

³ See Plate III, figure 5, facing p. 94.

the prices for the work. The firms send out to the agents the enameled articles to be painted and the agents do part of the painting in their own studios with the aid of assistants and give out part to home workers, most of whom they have trained by some weeks' experience in the studio. This work is quite easy for one who is artistically inclined, is well paid, rapidly done, and interesting. It is, however, dependent upon a fad which, according to one agent, is revived about once in seven years only. Paints, brushes, palette knives, and other equipment are such as are used in china painting. Very few colors are needed for the simple designs used on pins and brooches; these are usually pink or blue for the flowers, green for leaves, and yellow for centers.

Rates of Pay for Home Work in Painting on Enamel.

Veil pins,	\$0.00½ to \$0.01 each.
Cuff pins, . . . . .	.00½ each.
Buckles, . . . . .	.01 to .04 each.
Sash pins, . . . . .	.03 each.
Brooches, . . . . .	.00½ to .01 each.
Pendants, . . . . .	.01½ each.

(4) MISCELLANEOUS PROCESSES.

In addition to work upon mesh bags, chain, and enameled articles there are various home-work processes upon jewelry which are insignificant if viewed separately, but assume some importance in the aggregate. Thirty-two firms reported such processes. Most of this work requires little or no skill and is connected with the cheapest grades of jewelry.

A little stone setting is done by workers trained in the factory upon the better grade of jewelry, but most of it consists only in dropping imitation stones into their settings, with the fingers, and pressing down upon them the points of the settings with a small screw driver or similar tool; while some of it is the mere child's play of dipping glass stones into glue and pasting them upon rings such as come in prize boxes of candy and pop-corn.¹ Cementing seed pearls on silver pins and silver and wooden-headed hatpins is another home-work process requiring little skill, the pearls being stuck into the cement till the surface is covered.² The rate of pay depends upon the size of the pin or hatpin.

Beads are strung upon corset lacings with a long needle and a barrel is afterwards fastened to one tinned end of the lacing and a catch to the other. The beads are colored in the factory later. Beads known as fine

¹ See Plate II, figure 2, facing p. 92.

² See Plate II, figure 4, facing p. 92.

pearls are imported from Germany, already strung, in bunches of half a gross strings and given out to home workers who tie a barrel on one end of each string and a catch on the other with a close tight knot of the string.

Other home-work processes may be passed with a mere mention, such as the assembling of metal fobs,¹ pin stemming, the making of watch charms,² slipping the springs and rings into swivels,³ putting springs into cigar lighters, center wiring (or putting wires into rings to make catches on chains), fastening metal bands around "pearls" for stickpin heads, setting pictures in campaign buttons, carding collar buttons, and burnishing pearl pins.

There are also several home-work processes upon optical goods, chiefly bending guards or finger pieces, ear loops, and temples for eye glasses, and knotting eye-glass cords and putting them into envelopes. The bending of the metal parts of eye glasses is done over a bench pin, with pliers, and requires some skill.

Various sewing processes are carried on at home for jewelry firms such as making outing flannel bags to cover silverware, shirring pieces of display ribbon in the center and cutting the ends, fringing display ribbon and making display bows, making velvet display rolls with the manufacturer's name outlined upon them, sewing ribbon for badges; sewing silk fobs, and making powder puffs for vanity cases. A few firms pay for this kind of work by the hour.

Rates of Pay for Miscellaneous Home-work Processes.

Stone setting,	\$0.01	a stone.
Stone setting (bending down points),	\$0.05 to .10	a gross.
Stone setting (with glue), . . . . .	.03	a gross (150).
Cementing pearls on pins and hatpins, . . . . .	.08 to .30	a gross.
Bead stringing, . . . . .	.05 to .25	a gross strings (150).
Putting barrel and catch on beads, . . . . .	.25	a gross.
Pin stemming, . . . . .	.10 to .15	a gross.
Turning backs of beauty pins, . . . . .	.03	a gross.
Assembling metal fobs at \$0.05 an operation, . . . . .	.45 to 1.50	a gross.
Making charms, . . . . .	.50 to 1.35	a gross.
Assembling swivels, . . . . .	.05	a gross.
Putting springs into swivels, . . . . .	.12	a gross.
Putting springs into cigar lighters, . . . . .	.02½	a 100.
Center wiring, . . . . .	.10	a gross.
Putting bands around "pearls", . . . . .	.03	a gross.
Setting pictures in campaign buttons, . . . . .	.05	a gross.

¹ See Plate II, figures 6 and 8, facing p. 92.

² See Plate II, figure 1, facing p. 92.

³ See Plate III, figure 11, facing p. 94.

Carding collar buttons,	\$0.01½	a gross.
Burnishing pearl pins,	\$0.14 to .30	a gross.
Bending nose guards, . . . . .	.20 to .25	a 100.
Bending ear loops, . . . . .	.10	a 100.
Bending temples, . . . . .	.20	a 100.
Knotting eye-glass cords, . . . . .	.15 to .17	a gross.
Shirring and cutting display ribbon, . . . . .	.20	a roll (80 pieces).
Fringing display ribbon, . . . . .	.05	a dozen.
Making display bows, . . . . .	.03	a dozen.
Making and outlining velvet display rolls, . . . . .	.25	each.
Sewing ribbon for badges, . . . . .	.01	each.
Sewing ribbon on fobs and cutting ends, . . . . .	.25 to .65	a gross.
Sewing (various operations), . . . . .	.15 to .17½	an hour.

In the main, home work upon Jewelry and Silverware is not deleterious from the standpoint of the health of the worker. Some processes, such as hitching up and soldering fine chain, assembling metal fobs, and making fine mesh, are, however, hard upon the eyes. Charms sometimes cut the fingers so that bandages must be worn. Those workers who depend upon their home work for partial support (chiefly purse makers) complain that the many hours of work after the household duties are performed and the consequent lack of out-door exercise tell upon their general health. Parents are not willing to admit that their children are harmed by this work, but neighborhood stories of the injurious effects of forced work and night work on the part of a few children of poor parents seem to be confirmed by the unhealthy appearance of the children themselves.

It was difficult to determine the number of home workers in Jewelry and Silverware because very often the names on the pay-rolls represented group workers, and because most of the work was done through contractors, many of whom kept no records of workers or the amounts paid them and one-half of whom lived outside of Massachusetts. The total of 9,702 home workers was made up from pay-rolls, reports of manufacturers and contractors, and estimates of the number employed by contractors. The 9,025 mesh workers made up more than nine-tenths (93.0 per cent) of the whole number; workers on miscellaneous processes take second place (337); chain workers, third (315); and painters on enamel last (25).

C. Relation of Home Work to Factory Work.

The relation of home work to factory work in respect to numbers employed and wages paid is shown in the following table. Complete data were available for 41 firms and these only are included in the table.

TABLE 40. — *Relation of Home Work to Factory Work in Jewelry and Silverware Establishments Employing Home Workers.***Factory and Home Workers.**

Processes.	Number of Establishments	Total Number of Workers	Total Labor Cost
Jewelry and Silverware.			
Mesh bags,	41	12,948	\$2,205,800
Chain,	10	9,838	662,791
Painting on enamel,	18	1,659	923,342
Miscellaneous processes,	3	224	129,597
	10	1,227	490,140

Factory Workers.

Processes.	Workers		Wages	
	Numbers	Percentages	Amounts Paid in Wages a Year	Percentages
Jewelry and Silverware.				
Mesh bags,	3,246	25.1	\$2,015,034	91.3
Chain,	813	8.3	516,512	77.9
Painting on enamel,	1,344	81.0	896,873	97.1
Miscellaneous processes,	199	88.8	128,784	99.4
	890	72.5	472,866	96.5

Home Workers.

Jewelry and Silverware.				
Mesh bags,	9,702	74.9	\$190,856	8.7
Chain,	9,025	91.7	146,279	22.1
Painting on enamel,	315	19.0	26,490	2.9
Miscellaneous processes,	25	11.2	813	0.6
	337	27.6	17,274	3.6

D. The Labor Supply.

The problem of home work assumes some importance in an industry where 74.9 per cent of the total number of workers are home workers who receive only 8.7 per cent of the total amount paid in wages. The relative importance of home work in mesh bags is evident from the fact that while other classes of home workers comprise but a small proportion of the total number of workers, more than nine-tenths of the labor force of mesh-bag manufacturers is outside labor.

The army of over 9,000 mesh-bag makers can not be martialled from the immediate vicinity of the factories employing them. A few firms give out work directly to factory employees, their friends and relatives, and other persons living near enough to call for the work, but most of the workers are secured through contractors and at least one-half of them live in Rhode Island, New Jersey, and Connecticut. Some mesh has been sent to workers in Maine and even as far away as Nebraska. When the mesh bag business first came into prominence manufacturers paid agents

in Providence, Newark, Attleborough, and elsewhere to establish schools for teaching the work. There was a charge of one dollar to the learner. The workers so taught gave lessons to friends and neighbors till whole communities understood the work. Contractors now find plenty of workers among friends and neighbors except in the busy season from August or September to Christmas when they are obliged to resort to various devices to obtain the desired number of workers such as advertising and sending agents to new communities. There are a few steady workers favored by the contractors and given the best paying work, but the majority shift from firm to firm and from contractor to contractor.

Chain workers, numerically insignificant in comparison with mesh workers, are, as a rule, employed more steadily during the year and sometimes year after year by the same firms. Linkers of the better grades of chain are very largely former chain makers in the factory or their friends and relatives whom they have taught. A firm very seldom advertises for linkers unless it is just starting in business. The supply of trained workers is still adequate but not sufficiently large to materially lower rates of pay as has been done in the case of the rates for mesh bags.

The 25 women who paint on enamel at home are employed through contractors who have no difficulty in securing workers from acquaintances and applicants. There is scarcely any shift among these workers. Workers on miscellaneous articles are usually employed directly by the firms and the supply is sufficient except in country districts. Some manufacturers say that they give out work to old employees who can no longer come to the factory because of ill health, age, or family cares and that they always give the preference to those who need work. These statements seem to be confirmed by interviews with their workers.

E. Reasons for Home Work.

The reasons given for the employment of home instead of factory labor are lack of floor space in the factory, the seasonal character of the demand for the product, the inadequacy of the local supply of labor, and the difficulty of supervising so many workers as would be needed in the rush season. Some manufacturers give the added reason that it is a charity to provide work for the many women who need the money but can not leave home to come to the factory.

No manufacturer of mesh bags reported the employment of home labor for more than 10 years and most of them have begun outside work within seven years. In spite of the invention of mesh machines which will doubtless ultimately do away with home work on ring and punch purses, the amount of home work on these articles seems to be increasing.

On the other hand, although outside labor on chain has been long established in the industry, there is no indication that it is increasing in amount. It is probable that ultimately machines will take the place of chain makers of all kinds of chain, but no machine has yet been invented for some of the more difficult kinds of chain and these are still made by home linkers. Rope chain is the most important of these. Home work reduces the labor cost of its production. It can be imported at the price paid here for labor only, but the rope chain made by intelligent American women is superior in quality to that made in the Black Forest where children do the linking and charging and adults do only the soldering. Unsoldered brass chain is also still made at home because it can be done more cheaply outside than inside the factory.

Painting on enamel is not, strictly speaking, a jewelry process and the factories are not equipped for such work nor are the employees trained for it. As it is dependent upon a style which soon passes, it is cheaper for the manufacturers to have it done outside by those who have the proper training and equipment than to introduce the necessary equipment and workers into their factories.

As work on miscellaneous processes is mostly unskilled and can be done without factory supervision, it is done more cheaply in the home than in the factory. This is especially true of those processes upon which whole families, including young children, are employed.

F. Method of Distribution.

Workers almost invariably call for their work and return it to the factory or to the office or residence of the contractor. There are no charges for transportation except an occasional car fare. The contracting system is a unique feature of the Jewelry and Silverware industry in Massachusetts, and especially in the mesh bag business as may be seen from the following table.

TABLE 41. — *Contractors for Jewelry and Silverware Manufacturers.*

KIND OF WORK DONE THROUGH CONTRACTORS.	Total Number of Con- tractors ¹	NUMBER OF CONTRACTORS IN- TERVIEWED IN —		NUMBER OF CONTRACTORS NOT INTERVIEWED IN —			
		Massa- chusetts	Rhode Island	Massa- chusetts	Rhode Island	Con- necticut	New Jersey
All Processes.	100	24	26	25	19	4	2
Making mesh bags.	88	13	25	25	19	4	2
Linking, turning, and soldering chain.	9	8	1	-	-	-	-
Painting on enamel.	2	2	-	-	-	-	-
Stone setting.	1	1	-	-	-	-	-

¹ All but two contractors reported are women.

² One chain and three mesh contractors employing workers living in Massachusetts bring the total number of contractors who employed Massachusetts workers up to 28.

Almost nine-tenths of the contractors in the industry handle mesh. The contract system developed when the sudden demand for purses made it impossible for firms to secure workers enough in their own vicinity and it has increased with the increase in business. It relieves the manufacturer of the annoyance of dealing with the individual workers, of the difficulty of supervising their work, and of the necessity of keeping records of their earnings. By this system the territory from which workers may be drawn is largely extended. Several firms have 50 contractors or more. Some of these are themselves workers who carry a little work to relatives or friends in their immediate vicinity; others have a room in their homes set aside for receiving workers and giving out mesh; still others have regular offices, pay from \$10 to \$15 a month for advertising and as much for express, pay out to home workers in the rush season from \$35 to \$75 daily, carry a heavy insurance, handle from one to two tons of mesh a year, and make an annual profit of \$4,000 or \$5,000. The average expense to the contractor is about three cents a bag and the usual profit is five cents a bag. The large contractors do business for several firms both in Massachusetts and Rhode Island, and most of them have sub-contractors. The manufacturers establish the rate of pay and the contractors get the work done as cheaply as possible and make what profit they can. Only two were reported as working on salary. Certain contractors do their best to keep the price up for their workers, but many are accused of undercutting, which is said to be responsible in part for the rapidly declining rates of pay. All but two of the contractors found in this industry were women, nearly all married women and housekeepers. In almost all cases, mesh contractors pay express one way.

Nine contractors, all women, were found handling chain for eight factories. The contractors call for the light work at the factory but the firms usually deliver to the contractors the heavy chain to be turned and soldered, paying either one-half or all of the transportation charges.

The contractors for enamel painting make sample patterns which they submit to the manufacturers for approval or revision. Rose, daisy, violet, or forget-me-not designs may be adapted to various styles and sizes of pins and brooches to suit the demands of different firms. The contractors set the price for this work, but sometimes lower it upon protest from the manufacturer. They entirely control the price paid the workers. No transportation charges for workers or contractors were reported. Sometimes firms deliver the work to the contractors and sometimes the contractors call for it.

G. The Worker.**(1) INTRODUCTORY.**

A detailed study of the workers on Jewelry and Silverware does not confirm the popular impression that all home work is an occupation of our foreign population whose low standards of living make them willing to accept very low wages and whose unsanitary surroundings spell danger to the consumer of their product. The jewelry industry is centered in a locality largely American where the coming in of foreigners has been resisted and resented. It was, therefore, not surprising to find that over two-thirds (69.3 per cent) of the home workers in this industry were native-born and that many of them were of the same social status as their employers. Of the foreign-born considerably over one-half (62.3 per cent) were Canadians, largely French; Southern Europeans were represented by only a few workers. The demand for cheap labor to meet the greatly reduced prices of mesh bags is, however, resulting in the employment of more and more purse makers in communities of foreign population and in sending more and more work outside Massachusetts, especially to Rhode Island.

(2) SEX AND AGE.

The following table shows the predominance of girls and women among the home workers in this industry.

TABLE 42. — Sex and Age of Home Workers on Jewelry and Silverware.

AGE GROUPS.	MALES		FEMALES		BOTH SEXES	
	Number	Percent-ages ¹	Number	Percent-ages ¹	Number	Percent-ages ¹
All Ages.	23	100.0	250	100.0	273	100.0
Under five years,	—	—	2	.9	2	.8
Five years and under 10,	4	21.1	7	3.0	11	4.4
10 years and under 14,	6	31.5	19	8.1	25	9.9
14 years and under 16,	4	21.1	9	3.9	13	5.2
16 years and under 18,	—	—	4	1.7	4	1.6
18 years and under 21,	—	—	8	3.4	8	3.3
21 years and under 25,	—	—	17	7.3	17	6.7
25 years and under 30,	2	10.5	24	14.6	26	14.2
30 years and under 35,	—	—	27	11.6	27	10.7
35 years and under 40,	—	—	27	11.6	27	10.7
40 years and under 45,	2	10.5	33	14.2	35	13.9
45 years and under 50,	—	—	19	8.1	19	7.5
50 years and under 55,	—	—	12	5.2	12	4.8
55 years and under 60,	—	—	8	3.4	8	3.2
60 years and over,	1	5.3	7	3.0	8	3.3
Age not reported,	4	—	17 ²	—	21 ²	—

¹ The percentages are based on the number of home workers whose ages were reported.² Includes five females under 16 years of age, but whose exact age was not reported.

(3) SCHOOL ATTENDANCE.

Although there was practically no interference with the school attendance of children under 14 years of age, who constitute 15.1 per cent of the home workers in this industry, as contrasted with 21.3 per cent for all industries, there was some complaint from grade teachers that children employed at night upon home work were listless and dull in school. These children were mostly from the French-Canadian families. Most of the children worked only during the summer vacations, or for an hour after school. It is probable that more children of high-school age would be doing home work but for the fact that many of the girls and still more of the boys work in jewelry factories after the close of school and all day Saturday.

The following table shows that the problem of child labor in reference to school attendance is not a serious one.

TABLE 43. — *School Attendance of Home Workers on Jewelry and Silverware: By Sex and Age.*

AGE GROUPS.	NUMBER OF MALES —		NUMBER OF FEMALES —		NUMBER OF BOTH SEXES —	
	In School	Not in School	In School	Not in School	In School	Not in School
Under 18 Years.	14	-	26	10	50	10
Under five years,	-	-	1	1	1	1
Five years and under 10,	4	-	7	-	11	-
10 years and under 14,	6	-	18	1	24	1
14 years and under 16,	4	-	7	2	11	2
16 years and under 18,	-	-	-	4	-	4
Under 16 years, exact age not reported,	-	-	3	2	3	2

(4) EARNINGS AND INCOME.

(a) *Annual Earnings from Home Work.*

The following tables show the earnings for the year preceding the date of obtaining the pay-rolls for 111 individual home workers and 40 groups of from two to six home workers, and for 56 individuals and groups who received payments during nine months or more of the year, for which information was obtained.

TABLE 44. — *Number of Families of Home Workers Earning Each Classified Amount a Year: Jewelry and Silverware.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Fami- lies	Num- ber re- port- ing Earn- ings	NUMBER OF FAMILIES EARNING EACH CLASSIFIED AMOUNT A YEAR —							
			Less than \$25	\$25 to \$49.99	\$50 to \$99.99	\$100 to \$149.99	\$150 to \$199.99	\$200 to \$249.99	\$250 to \$299.99	\$300 and over
All Families.	197	151	69	18	26	17	4	4	4	5
One worker,	153	111	55	13	23	9	3	2	3	3
Two workers,	24	22	8	2	5	2	1	2	1	1
Three workers,	13	12	4	2	2	3	—	—	—	1
Four workers,	3	3	2	1	—	—	—	—	—	—
Five workers,	3	2	—	—	—	2	—	—	—	—
Six workers,	1	1	—	—	—	1	—	—	—	—

Families of Home Workers Employed for Nine Months or Over.

All Families.	—	56	1	6	22	14	2	4	3	4
One worker,	—	35	1	4	17	6	1	2	2	2
Two workers,	—	13	—	1	5	2	1	2	1	1
Three workers,	—	5	—	1	—	3	—	—	—	1
Four workers,	—	—	—	—	—	—	—	—	—	—
Five workers,	—	2	—	—	—	2	—	—	—	—
Six workers,	—	1	—	—	—	1	—	—	—	—

TABLE 45. — *Percentage of Families of Home Workers Earning less than Specified Amount a Year: Jewelry and Silverware.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Fami- lies	Num- ber re- port- ing Earn- ings	PERCENTAGE OF FAMILIES EARNING A YEAR —							
			Less than \$25	Less than \$50	Less than \$100	Less than \$150	Less than \$200	Less than \$250	Less than \$300	Less than \$350
All Families.	197	151	45.7	57.6	77.5	88.7	91.4	94.0	96.7	99.3
One worker,	153	111	49.5	61.3	82.0	90.1	92.8	94.6	97.3	99.1
Two workers,	24	22	36.4	45.5	68.2	77.3	81.8	90.9	95.5	100.0
Three workers,	13	12	33.3	50.0	66.7	91.7	91.7	91.7	91.7	100.0
Four workers,	3	3	66.7	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Five workers,	3	2	—	—	—	100.0	100.0	100.0	100.0	100.0
Six workers,	1	1	—	—	—	100.0	100.0	100.0	100.0	100.0

Families of Home Workers Employed for Nine Months or Over.

All Families.	—	56	1.8	12.5	51.8	76.8	89.4	87.5	92.9	96.6
One worker,	—	35	2.9	14.3	62.9	80.0	82.9	88.6	94.3	97.1
Two workers,	—	13	—	7.7	45.2	61.5	69.2	84.6	92.3	100.0
Three workers,	—	5	—	20.0	80.0	80.0	80.0	80.0	80.0	100.0
Four workers,	—	—	—	—	—	—	—	—	—	—
Five workers,	—	2	—	—	—	100.0	100.0	100.0	100.0	100.0
Six workers,	—	1	—	—	—	100.0	100.0	100.0	100.0	100.0

Almost one-half of the individuals and groups of home workers on jewelry earned less than \$25, and almost nine-tenths of them earned less than \$150. Even of those who worked for nine months or more over one-half earned less than \$100 and none as much as \$400. It is evident

that only in the case of a few individuals could life be sustained on these earnings. They are, as a rule, comparatively small additions to the family incomes, over one-half of which are \$1,000 or more.

(b) *Incomes from All Sources.*

The following table shows that the amount contributed by home work to the family incomes is in most cases inconsiderable.

TABLE 46. — *Annual Earnings of Families from Home Work on Jewelry and Silverware and Incomes from Other Sources.*

ANNUAL EARNINGS FROM HOME WORK.	Totals	NUMBER HAVING ANNUAL INCOME EXCLUSIVE OF HOME WORK OF—					
		\$250 and under \$500	\$500 and under \$750	\$750 and under \$1,000	\$1,000 and under \$1,250	\$1,250 and over	Income not Re- ported
All Families.	197	3	23	47	34	44	46
Under \$25,	69	1	9	15	13	15	16
\$25 and under \$50,	18	2	2	5	6	—	3
\$50 and under \$100,	30	—	4	7	4	9	6
\$100 and under \$150,	17	—	3	2	3	4	5
\$150 and under \$200,	4	—	1	1	—	1	1
\$200 and under \$250,	4	—	1	—	—	3	—
\$250 and under \$300,	4	—	—	3	—	1	—
\$300 and under \$350,	4	—	—	—	—	2	2
\$350 and under \$400,	1	—	—	1	—	—	—
Earnings not reported,	46	—	3	13	8	9	13

(c) *Hourly Earnings.*

The amount which an ordinary worker can make in an hour at the present rates of pay is significant in determining whether or not, by steady employment, a home worker in this industry could earn a living wage. The number of home workers on Jewelry and Silverware from whom information as to hourly earnings was secured was 160. Of this number about one-fourth (25.6 per cent) earned less than eight cents an hour, about one-third (32.5 per cent) earned 14 cents an hour and over, and 41.9 per cent earned between eight and 14 cents an hour. The most usual rate of 10 cents an hour is a high one for home work and would permit an individual working nine hours a day to make a living.

(5) EXTENT AND CAUSES OF NON-EMPLOYMENT.

The following table shows the number of families for whom pay-rolls were obtained who were idle for the specified causes for the specified periods.

TABLE 47. — *Extent and Causes of Non-employment for Families of Home Workers on Jewelry and Silverware.*

CAUSES OF NON-EMPLOYMENT.	Totals	Number Em- ployed 12 Months	NUMBER NOT EMPLOYED —					Number who Started Home Work after begin- ning of Year
			Less than Three Months	Three Months and Less than Six	Six Months and Less than Nine	Nine Months and Less than 12	Months not Stated	
All Causes.	197	31	20	31	33	35	21	26
<i>Enforced idleness due to an in-</i>								
<i>dustrial cause,</i>	<i>86</i>	<i>-</i>	<i>17</i>	<i>23</i>	<i>19</i>	<i>15</i>	<i>12</i>	<i>-</i>
<i>Dull season,</i>	<i>84</i>	<i>-</i>	<i>17</i>	<i>23</i>	<i>19</i>	<i>13</i>	<i>12</i>	<i>-</i>
<i>Other employment,</i>	<i>2</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>2</i>	<i>-</i>	<i>-</i>
<i>Illness,</i>	<i>7</i>	<i>-</i>	<i>1</i>	<i>-</i>	<i>3</i>	<i>3</i>	<i>-</i>	<i>-</i>
<i>Voluntary idleness,</i>	<i>33</i>	<i>-</i>	<i>2</i>	<i>5</i>	<i>9</i>	<i>15</i>	<i>2</i>	<i>-</i>
<i>Started home work after beginning of</i>								
<i>year,</i>	<i>26</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>26</i>
<i>Employed twelve months,</i>	<i>31</i>	<i>31</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>Causes not reported,</i>	<i>14</i>	<i>-</i>	<i>-</i>	<i>3</i>	<i>2</i>	<i>2</i>	<i>7</i>	<i>-</i>

The cause of non-employment in nearly one-half of the instances reported was industrial. The seasonal character of the mesh bag business accounts in large measure for the high percentage of workers who were idle three months or more. The voluntarily idle include children who make purses only during vacations and adults who work only for Christmas money or who stop work for the spring and autumn house-cleaning and sewing or go into the factory for part of the year.

(6) WORKING CONDITIONS.

From the consumers' standpoint the conditions under which the work is done are of little importance because almost all the articles taken into the homes are afterwards cleaned or colored at the factory. For the housekeeper the kitchen table is often the most convenient place for the home work which she picks up at odd moments. To this, she screws her bench pin, and on this she spreads out her links or parts to be assembled. The kitchens of these workers were found to be usually large and well ventilated, warm in Winter, and one-half of the workers reported doing their work there. More than one-fourth (29.5 per cent) of the workers, especially chain linkers, did their work in any room convenient at the moment. One enamel painter had a regular work room. There is, then, nothing about this industry to necessitate working under unsanitary conditions and the homes in a large majority of instances were found to be in most satisfactory condition, and in none was there overcrowding.

(7) SUMMARY.

The main findings may be summarized as follows:

(1) The majority of the home workers on Jewelry and Silverware were native married women not dependent upon home work for a living.

(2) Few children engaged in this work to an injurious extent.

(3) While annual earnings were small, the hourly earnings of the skilled workers were sufficient to enable the home worker to earn a living wage if steady employment were given. Rates on mesh bags are, however, rapidly decreasing and few workers could make a living at purse making.

(4) There is small menace to worker or consumer from the sanitary conditions of the homes in which the work is carried on.

3. PAPER GOODS.

BY CAROLINE E. WILSON.

A. Introductory.

The paper goods industry of Massachusetts is distributed among 165 factories located in various sections of the Commonwealth, but principally in the eastern portion and in the Connecticut Valley. Of the 46 establishments visited, seven reported home work. The principal products are boxes, labels and tags, stationery, and novelties. Four factories which produce confectionery supplies, boxes, tags, and novelties are included in the present study.

B. Processes and Rates of Pay.

Home work on Paper Goods is almost entirely hand-work. The simplest process, tag stringing, is entirely unskilled.¹ The operation is practically the same for all tags from small jewelry and cut glass tags to heavy shoe and baggage tags.² A string is looped through the eye of the tag, leaving the ends ready for tying. Stringing jewelry tags is more difficult, owing to the use of fine silk with which they are strung.

The work on "spangled tags" is the only instance of machine home work on Paper Goods.³ "Spangles" are small four-pronged metal caps which are to be fastened in the ends of small parchment tags. The tags come in long strips partially cut out. The worker puts the tag and the cap in the proper places in a machine which is worked by a foot treadle. One movement of the foot treadle clinches two prongs to the tag and leaves two others for fastening the tag to articles. The process is slow and requires accuracy. The machines are owned and kept in repair by the manufacturers. Seven of the workers have had them in their homes for several years. Owing to the fatigue caused by the monotony of performing the same process an infinite number of times, tag stringing is frequently described as "nervous work." Workers also report that it is hard on the eyes, and that fewer children would need glasses if there were no work on tags.

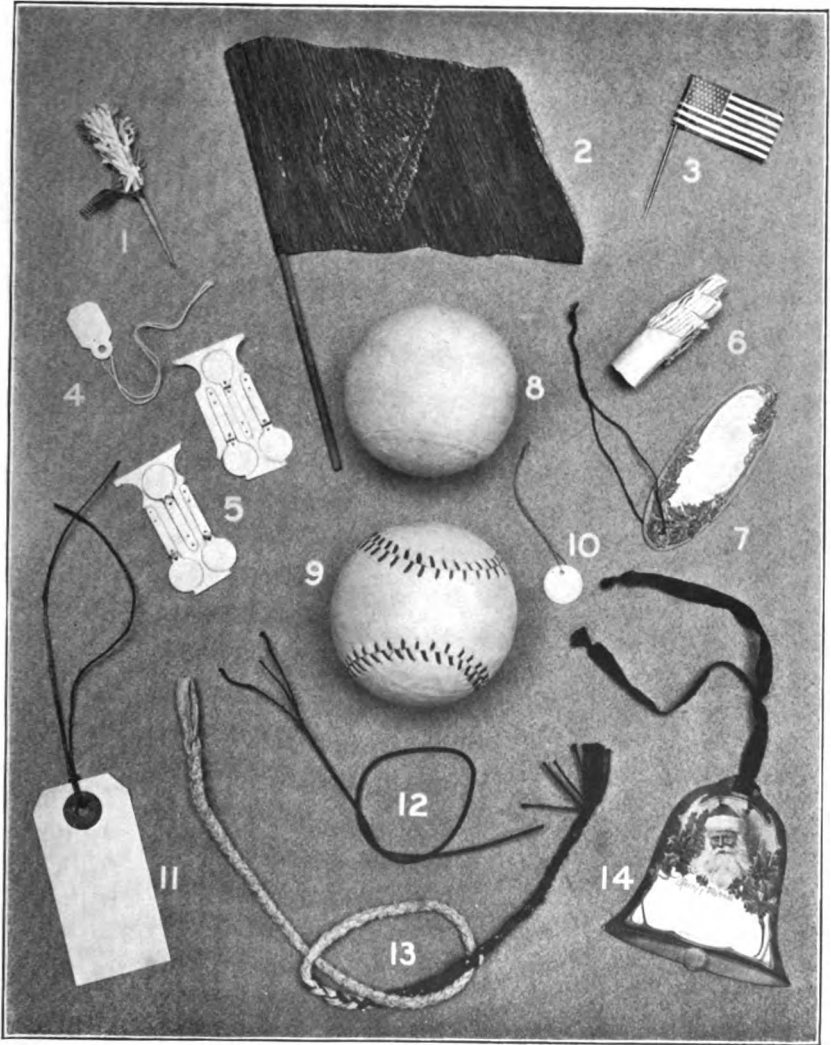
Making boxes is done by former employees who have been specially trained for the purpose. The boxes sent to the home are ring, jewelry, and coin boxes. The worker is provided with paste, glue, brushes, and

¹ See Plate IV, facing this page; figures 7 and 14, Christmas tags.

² See Plate IV, facing this page; figure 11, baggage tag.

³ See Plate IV, facing this page; figure 4, dry-goods tag; figure 5, spangled tag, front and back; figure 10, jewelry tag.

PLATE IV.



- Fig. 1.** — Skewer, made at home.
Figs. 2 and 3. — Flags, assembled at home.
Fig. 4. — Dry goods tag, strung at home.
Fig. 5. — Spangled tags, front and back, made at home.
Fig. 6. — Frill for chop.
Figs. 7 and 14. — Christmas tags, strung at home.
Fig. 8. — Tennis ball, sewed at home.
Fig. 9. — Baseball, sewed at home.
Fig. 10. — Jewelry tag, strung at home.
Fig. 11. — Baggage tag, strung at home.
Fig. 12. — Whip snap, knotted at home.
Fig. 13. — End of teaming whip, braided at home.

molds of various sizes by the manufacturer, and uses a special workshop table upon which the materials are spread. Pasteboard frames, cut and marked, and paper already cut are sent from the factory. The worker fits the frames over the mold and pastes the paper covering over the bottom and sides. The top is made in the same way. If the box is to be hinged, the worker pastes heavy pieces of paper from the inside of the top to the inside of the bottom of the box. The boxes are sent back to the factory for the linings. Drop fronts for fancy boxes are made from pasteboard with red, gold, and flowered coverings.

The process of making paper flowers is exceedingly complicated, and varies with the kind of flower made. The making of the carnation is perhaps typical. The parts of the flower are cut out at the factory. The home worker wraps a long wire stem in green paper, fastens to it a green calyx, and surrounds the calyx with numerous folded petals. Cloves are pounded and put at the base of the petals in order to give the flower a fragrance. Buds and leaves are wound in near the base of the stem.

Other work in the homes includes fancy red and white bells made by pasting fringed tissue paper to buckram frames; frills for chops, wound around and pasted together;¹ paper flags, cut out and pasted on sticks or pins;² paper napkins, folded so as to bring the decorated corners outside; cardboard with tissue paper coverings on which jewelry is to be displayed; jewelers' mats of plush and velvet for show cases; and caps to be put inside costume crackers. The workers using fancy paper complained of the tiresome effect of red paper on the eye. The eye-strain is so soon felt that they are not able to work on red continuously for any length of time.

Rates of Pay.

Tags,	. . . . .	\$0.06 to \$0.20 a 1,000.
Boxes,	. . . . .	.12 to 2.50 a gross.
Drop fronts,	. . . . .	.25 to .69 a 100.
Flowers,	. . . . .	.10 to .30 a dozen.
Bells,	. . . . .	.20 to .50 a dozen.
Frills,	. . . . .	. . . . .30 a 1,000.
Flags,	. . . . .	.25 to 1.50 a 1,000.
Napkins,	. . . . .	.20 to .40 a 1,000.
Jewelry tissues,	. . . . .	. . . . .05 a 100.
Jewelry mats,	. . . . .	.68 to .75 a dozen.
Caps,	. . . . .	. . . . .23 a 100.

¹ See Plate IV, facing p. 110; figure 1, skewer; figure 6, frill for chop.

² See Plate IV, facing p. 110; figures 2 and 3, flags.

C. The Labor Supply.

The supply of home workers on Paper Goods more than exceeded the demand, except in one case where the local supply had been exhausted. The exception was a town in which between five and six hundred families strung tags or did some other kind of paper goods work. The manufacturer in this town found it necessary to establish sub-stations in other towns in order to secure a sufficient supply of home workers.

The exact number of home workers in this industry could not be ascertained. Between 1,500 and 2,000 names appeared upon the pay-rolls; but in many instances a single name represented a group of workers, so that the number at work was appreciably greater than the pay-rolls indicated. The workers were recruited in part from former employees and their families and friends; a factory employee may become handicapped for factory work and still be able to do home work; or a woman employee may marry and wish to continue her work at home. Sometimes a former employee who has been an especially good worker is favored with rush or special orders by her former foreman. Factory employees sometimes take work home for themselves or their families when leaving the factory. In one factory where this is not allowed it is necessary for other members of the family to go after the materials. Information concerning a demand for additional workers spreads so quickly that the need is supplied almost immediately. One contractor at a sub-station where the work is irregular reported that his method was to announce to two or three of his workers that a consignment of tags was expected on the following day; these workers spread the news so effectually that more than a sufficient number were on hand when the tags arrived.

The staple articles of this industry are in constant demand. The orders for tags, always strong and comparatively steady, have been increased by the establishment of the parcel post far beyond any point known in recent years. Nevertheless, slight variations occur. One of the sub-stations obtained only an intermittent supply of work lasting for a few weeks or as long as six months. When tags are being distributed, each home worker is required to take out work every night unless she can furnish a good excuse. Failure to do this causes the worker to lose her number, and with it her chance to secure work for some time to come.

In certain towns on Cape Cod tag stringing has been done regularly for nearly 60 years, except in the cranberry season and during the summer months when the demand for servants comes from the cottages and summer hotels, and then tag stringing is temporarily abandoned. At this season

the manufacturer can make good the deficiency by sending work to sub-stations where there are school children having their vacations.

The irregularities in the supply of home work are confined mainly to the rush and special orders for the fancy articles which can not be anticipated. Some of the articles, such as favors, lose their freshness and must be made for immediate use. The rush for Christmas boxes and novelties brings abundant work for several months, and then ceases entirely. The supply of labor is so large that irregularities coming from the workers, such as the abandonment of home work for work in the stores in the holiday season or vacations, have little effect upon the industry. As a rule it is that part of the process which is simple and easily performed by hand which is done in the homes. Tag making in particular lends itself easily to home work, as it requires little teaching and no supervision. Nevertheless, machines for tag stringing are already in use in the factory, and it is possible that at no distant time the process will no longer be carried on in the homes.

D. Method of Distribution.

Work was distributed to the homes in two ways: Directly from the factory and indirectly through contractors. Only one of the paper goods factories employed contractors or middlemen to distribute materials. The six connected with this firm had various business agreements with the manufacturer. Two received regular salaries; in this case the manufacturer was responsible for the contractor's office or the "tag-shop," and the running expenses. One contractor received a commission for every 1,000 tags handled, the firm maintaining the office. The other three contractors were also on commission, but were responsible for the expenses of carrying on their part of the business. The manufacturer delivered and collected the tags handled by each contractor. The tags were then called for by the worker at the contractor's shop at times specified by him. One of the contractors received a fresh supply of tags every afternoon, gave them out to the workers about four o'clock, and required that they be brought back before nine the next morning. This contractor refused to give tags to persons who had to pay car fare, his reason being that "they would lose money on it." Rates of pay for home work were determined by the manufacturer.

E. The Worker.

Home-work processes on Paper Goods offer a wide opportunity for the labor of the unskilled, the aged, and the very young. To be sure, several skilled processes are included among those which have previously been

described; but these are in the minority, and in Paper Goods, probably to a greater extent than in any of the other industries included in the present study, the unskilled and untrained workers predominate. The simplicity of the processes and the ease with which they can be performed explain to a large extent the striking fact of the age composition of the paper goods workers — the large number of young children and aged persons who have become home workers.

(1) SEX AND AGE.

The following table shows the predominance of children and women among the home workers in this industry.

TABLE 48. — *Sex and Age of Home Workers on Paper Goods.*

AGE GROUPS.	MALES		FEMALES		BOTH SEXES	
	Number	Percent-ages ¹	Number	Percent-ages ¹	Number	Percent-ages ¹
All Ages.	304	100.0	608	100.0	912	100.0
Under five years,	1	0.4	7	1.5	8	1.1
Five years and under 10,	72	27.1	71	14.9	143	19.2
10 years and under 14,	100	37.6	97	20.3	197	26.5
14 years and under 16,	33	12.4	49	10.2	82	11.0
16 years and under 18,	15	5.6	30	6.3	45	6.0
18 years and under 21,	9	3.4	27	5.6	36	4.8
21 years and under 25,	9	3.4	20	4.2	29	3.9
25 years and under 30,	4	1.5	21	4.4	25	3.4
30 years and under 35,	1	0.4	20	4.2	21	2.8
35 years and under 40,	7	2.6	36	7.5	43	5.8
40 years and under 45,	5	1.9	33	6.9	38	5.1
45 years and under 50,	3	1.1	23	4.8	26	3.5
50 years and under 55,	—	—	9	1.9	9	1.2
55 years and under 60,	2	0.7	8	1.7	10	1.3
60 years and over,	5	1.9	27	5.6	32	4.3
Age not reported,	38	—	* 130	—	* 168	—

¹ The percentages in this table are calculated on the basis of the number reporting.

* Includes one female under 16 years of age, but whose exact age was not reported.

In all the industries combined, about one-fifth of the home workers were children under 14. The surprising degree to which children of paper goods workers have taken up the occupation, or have been forced into it, is indicated by the fact that three-fourths of all the children found doing home work were in this industry and made up nearly one-half of all the persons working on Paper Goods. The work which is given to the children is usually not difficult, but it is mechanical and monotonous and means the loss of the out-of-door play-time which is almost indispensable for growing children. The children begin work as soon as school closes in the afternoon and many of them are kept at work until long after the hour when children in more well-to-do families are asleep.

Old people seldom compete with the nimble-fingered children in stringing tags, but they adapt themselves easily to some of the simpler operations on other articles. Several elderly men were found folding paper napkins, and two elderly women in a small town near Boston worked 10 hours a day making paper flowers. The latter lived in a comfortable home, but old age had left them without a sufficient source of income; they were too old to go "into the world" to earn money, as they said, and they apparently worked quite cheerfully the long hours which were necessary to make their incomes anything beyond a mere pittance.

(2) SCHOOL ATTENDANCE.

The following table shows the number of children under 18 years of age, by age groups, attending and not attending school.

TABLE 49. — *School Attendance of Home Workers on Paper Goods: By Age and Sex.*

AGE GROUPS.	NUMBER OF MALES —		NUMBER OF FEMALES —		NUMBER OF BOTH SEXES —	
	In School	Not in School	In School	Not in School	In School	Not in School
Under 18 Years.	196	25	206	49	402	74
Under five years,	—	1	—	7	—	8
Five years and under 10,	70	2	68	3	138	5
10 years and under 14,	100	—	95	2	195	2
14 years and under 16,	22	11	36	13	58	24
16 years and under 18,	4	11	6	24	10	35
Under 16 years, exact age not reported,	—	—	1	—	1	—

Fortunately, home work on Paper Goods seldom involves absence from school. Very few children were found out of school at the time when the agents visited the homes, and nearly all of these had the excuse of temporary illness. Apparently no children were kept out of school for the sole purpose of doing home work, although several of the "sick" children were busily engaged on some of the simpler processes when the visits were made. The ill effects lie mainly in the physical and mental lassitude which seems to be an almost invariable effect of home work upon growing children. This increasing inactivity as the busy seasons in Paper Goods progress is the very general problem of the public school teachers in the towns where home work is common.

In the age-group, under 16, boys and girls were found in nearly equal numbers; while women made up more than three-fourths of the home workers 16 years of age and over in this industry. The men who are listed

in the tables were nearly all working men, who helped on the paper goods work only in the evening. They seldom worked steadily and rarely had long hours to give to the task. It was the women, particularly married women with homes of their own, who were found in home work in the greatest numbers. For the wife of a factory worker the busiest hours of the day are in the morning, and at night when the men come home from work. Several hours in the middle of the day can usually be utilized for such simple processes as tag stringing, which can be taken up or put aside at a moment's notice. Several of the workers seemed to have a box of tags always beside them, so that not a minute might be lost.

The woman home worker living away from home, or "the woman adrift" as she has come to be called, is very seldom found doing home work of this kind. The rates of pay are so low that the impossibility of making a living from them must be apparent at the start, and the woman who has her own way to make seeks out other occupations. Instead, it is the wife or mother of a factory worker, with a regular weekly wage coming into the family, who utilizes home work to afford a small margin for those things which otherwise the family must do without. Occasionally the woman home worker is herself a factory employee. One such instance was found in a thrifty family in a small town, in which the father, the only male member of the family, had been an invalid for several years, and the three grown daughters had taken his place in the support of the family by working in a nearby factory. In the evening they joined the mother and father in doing home work on fancy paper articles.

(3) EARNINGS AND INCOMES.

(a) *Annual Earnings from Home Work.*

The rates of pay for the various articles were so low that even with fairly steady work, the annual earnings for individual workers seemed exceedingly small, and were, in fact, decidedly lower than in most of the other industries under consideration. The following tables show the number and percentage of individual home workers and groups of home workers who earned the specified annual amounts during the year preceding the date pay-rolls were obtained.

TABLE 50. — *Number of Families of Home Workers on Paper Goods Earning each Classified Amount a Year.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Families	Num- ber re- port- ing Earn- ings	NUMBER OF FAMILIES EARNING A YEAR —							
			Less than \$25	\$25 to \$49.99	\$50 to \$99.99	\$100 to \$149.99	\$150 to \$199.99	\$200 to \$249.99	\$250 to \$299.99	\$300 and over
All Families.	296	247	68	62	59	28	28	7	7	5
One worker,	78	62	18	13	11	9	7	2	1	1
Two workers,	60	46	13	13	12	6	1	—	—	1
Three workers,	39	34	12	5	7	7	2	1	—	—
Four workers,	50	46	16	13	10	1	4	—	—	2
Five workers,	39	31	5	11	3	2	5	3	2	—
Six workers,	14	13	1	5	4	—	1	—	2	—
Seven workers,	11	11	3	2	2	1	—	1	1	1
Eight workers,	4	3	—	—	1	2	—	—	—	—
Nine workers,	1	1	—	—	—	—	—	—	1	—

Families of Home Workers Employed for Nine Months or Over.

All Families.	—	126	2	25	35	28	19	7	7	5
One worker,	—	34	1	8	7	7	7	2	1	1
Two workers,	—	29	1	9	11	6	1	—	—	1
Three workers,	—	17	—	2	5	7	2	1	—	—
Four workers,	—	20	—	6	7	1	4	—	—	2
Five workers,	—	13	—	—	2	2	4	3	2	—
Six workers,	—	5	—	—	2	—	1	—	2	—
Seven workers,	—	5	—	—	1	1	—	1	1	1
Eight workers,	—	2	—	—	—	2	—	—	—	—
Nine workers,	—	1	—	—	—	—	—	—	1	—

TABLE 51. — *Percentage of Families of Home Workers on Paper Goods Earning less than Specified Amount a Year.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Families	Num- ber re- port- ing Earn- ings	PERCENTAGE OF FAMILIES EARNING A YEAR —							
			Less than \$25	Less than \$50	Less than \$100	Less than \$150	Less than \$200	Less than \$250	Less than \$300	Less than \$350
All Families.	296	247	27.5	52.6	72.9	84.2	92.3	95.1	96.0	99.2
One worker,	78	62	29.0	50.0	67.7	82.3	93.5	96.8	98.4	100.0
Two workers,	60	46	28.3	56.5	82.6	95.7	97.8	97.8	97.8	97.8
Three workers,	39	34	35.3	50.0	70.6	91.2	97.1	100.0	100.0	100.0
Four workers,	50	46	34.8	63.0	84.8	87.0	95.7	95.7	95.7	97.8
Five workers,	39	31	16.1	51.6	61.3	67.7	83.9	93.5	100.0	100.0
Six workers,	14	13	7.7	46.2	76.9	76.9	84.6	84.6	100.0	100.0
Seven workers,	11	11	27.3	45.5	63.6	72.7	72.7	81.8	90.9	100.0
Eight workers,	4	3	—	—	33.3	100.0	100.0	100.0	100.0	100.0
Nine workers,	1	1	—	—	—	—	—	—	100.0	100.0

Families of Home Workers Employed for Nine Months or Over.

All Families.	—	126	1.6	21.4	49.2	69.8	84.9	96.5	96.0	96.4
One worker,	—	34	2.9	26.5	47.1	67.6	88.2	94.1	97.1	100.0
Two workers,	—	29	3.4	34.5	72.4	93.1	96.6	96.6	96.6	96.6
Three workers,	—	17	—	11.8	41.2	82.4	94.1	100.0	100.0	100.0
Four workers,	—	20	—	30.0	65.0	70.0	90.0	90.0	90.0	95.0
Five workers,	—	13	—	—	15.4	30.8	61.5	84.6	100.0	100.0
Six workers,	—	5	—	—	40.0	40.0	60.0	60.0	100.0	100.0
Seven workers,	—	5	—	—	20.0	40.0	40.0	60.0	80.0	100.0
Eight workers,	—	2	—	—	—	100.0	100.0	100.0	100.0	100.0
Nine workers,	—	1	—	—	—	—	—	—	100.0	100.0

Over nine-tenths (92.3 per cent) of the individual workers and groups of workers in the paper goods industry whose pay-rolls were available earned less than \$200 from home work in the year preceding the date pay-rolls were obtained. Fortunately the workers are not subject to as frequent or extended periods of non-employment as those in certain other industries. In home work on tags (constituting a large part of home work on Paper Goods) practically no seasonal fluctuations are noted.

(b) *Incomes from All Sources.*

The following table shows the number of families of home workers receiving specified annual incomes, exclusive of home work, and annual earnings from home work.

TABLE 52. — *Annual Earnings of Families from Home Work on Paper Goods and Incomes from Other Sources.*

ANNUAL EARNINGS FROM HOME WORK.	Total Number of Families	NUMBER HAVING ANNUAL INCOME EXCLUSIVE OF HOME WORK OF —							Number De- pend- ent on Home Work Exclu- sively
		\$50 and under \$250	\$250 and under \$500	\$500 and under \$750	\$750 and under \$1,000	\$1,000 and under \$1,250	\$1,250 and Over	In- come not Stated	
All Families.	296	9	28	59	69	38	51	41	1
Under \$25,	68	1	4	20	18	7	8	10	—
\$25 and under \$50,	62	2	3	8	14	15	9	11	—
\$50 and under \$100,	50	4	6	10	9	4	11	5	1
\$100 and under \$150,	28	1	6	2	9	2	4	4	—
\$150 and under \$200,	20	—	1	3	5	1	6	4	—
\$200 and under \$250,	7	1	—	—	1	2	1	2	—
\$250 and under \$300,	7	—	—	3	—	1	2	1	—
\$300 and under \$350,	3	—	—	2	—	—	—	1	—
\$350 and under \$400,	1	—	1	—	—	—	—	—	—
\$400 and under \$450,	1	—	—	1	—	—	—	—	—
Earnings not reported,	49	—	7	10	13	6	10	3	—

The meager earnings from home work made up only a small item in the income of most of the families at work on Paper Goods. Only one family made an attempt to live on the proceeds of home labor. More than one-half had an outside income of \$750 or more a year and more than one-third had over \$1,250. Many of such families might give up home work and still not lack the necessities of life; but a smaller group, that with outside earnings of less than \$750 a year, was made up of many families who were saved from keen deprivation of one kind or another by the small margin which corresponds to the home-work income.

(4) *EXTENT AND CAUSES OF NON-EMPLOYMENT.*

On the whole, non-employment plays only a small part in determining the low level of pay in this industry. The simplicity of the processes and a plentiful supply of labor, resulting in an extremely low piece-rate,

make a high hourly or weekly rate impossible for even the most rapid workers. The following table shows the extent and the causes of non-employment.

TABLE 53. — *Extent and Causes of Non-employment for Families of Home Workers on Paper Goods.*

CAUSES OF NON-EMPLOYMENT.	Totals	Number Employed 12 Months	NUMBER NOT EMPLOYED					Number who Started Home Work after beginning of Year
			Less than Three Months	Three Months and Less than Six	Six Months and Less than Nine	Nine Months and Less than 12	Months Not Stated	
All Causes.	296	192	39	28	68	6	28	33
Enforced idleness due to an industrial cause,	54	—	8	8	37	1	—	—
Dull season,	50	—	8	6	35	1	—	—
Other employment,	4	—	—	2	2	—	—	—
Illness,	6	—	4	—	2	—	—	—
Voluntary idleness,	12	—	2	6	3	—	1	—
Change of residence,	2	—	—	—	2	—	—	—
Other,	1	—	1	—	—	—	—	—
Started home work after beginning of year,	33	—	—	—	—	—	—	33
Employed 12 months,	102	102	—	—	—	—	—	—
Causes not reported,	38	—	15	14	25	5	27	—

The workers interviewed rarely mentioned any cause of non-employment beside the dull seasons which affect the supply of work on some of the more elaborate articles, such as fancy boxes. A few persons had given up work because they had tired of it or had decided that the rates of pay were too low to make the occupation a profitable one, or for other personal and voluntary reasons.

The main source of income in the household of the ordinary home worker was factory employment. The father, and often the sons and daughters over the age of 14, enter factory work, as the line of employment offering the least resistance to the untrained person, and find that "once a factory hand always a factory hand." In many cases the principal wage-earners of the family are themselves at work on Paper Goods in the factory. With the prevailing piece-rates from six cents to 20 cents a thousand, it is very difficult for the ordinary tag stringer to earn much more than seven or eight cents an hour. The more complicated processes were much better paid, but the proportion of skilled workers was so small, and the tag stringers so numerous that in comparison with the other industries the hourly rates for paper articles appear lower than those in any other of the important industries studied.

Fortunately for the paper goods workers, their earnings are seldom depleted by charges for materials, equipment, or transportation, which

make up a much more important item in some of the other industries. In nearly every case the workers themselves call for their materials at the factory and, for a few workers who live at a distance, this trip involves the expenditure of 10 cents for car fare; but in the majority of cases the homes are so near the factory or the delivery station that not only no money but only a few minutes' time is necessary in order to transfer the materials to the home.

A rather common aspect of home work in many industries is the frequency with which the workers change from employment under one manufacturer to employment under another. In Paper Goods such changes are rarely made, probably because the principal firms which give out home work are few in number and practically have a monopoly of the home labor supply.

(5) WORKING CONDITIONS.

Throughout the course of the study particular attention was paid to the character of the places in which work was carried on, sanitation, and the possibility of contagious disease. Only two regular workrooms were found, and in most cases the work was done in the kitchens where food was in preparation and young children were cared for. In a few families bedrooms were used for workrooms. In general, however, the rooms were up to a fair standard of cleanliness and sanitation. No cases of contagious disease were found in places where home work was being done.

There is no provision for licensing the tenement manufacture of paper articles in Massachusetts. In many ways disease might as easily be transmitted through articles of this kind as through the various articles of wearing apparel which have fortunately received more attention. Paper napkins, flowers, and frills for chops, are potentially quite as efficient germ-carriers as various articles of clothing, and there appears to be no reason why the control of home manufacture should not be extended to such articles as these, not only for the protection of the consumer, but to insure better working standards among those who share in the productive process.

4. CELLULOID GOODS.

BY MARGARET HUTTON ABELS.

A. Introductory.

In 1770 Obadiah Hills established the comb industry in Leominster, making horn combs by hand in his kitchen. Since his time, the "comb shop" has flourished and Leominster produces a large portion of the combs and hairpins made in the United States. About 1895, celluloid began to displace horn, hoof, shell, and ivory as material for combs. This composition was discovered by the Hyatt brothers of Albany, New York, in 1869 and has gained steadily in favor in spite of the prejudice against it due to its inflammability. At the present time, celluloid is used almost exclusively in the manufacture of combs and hairpins, and an ever increasing number of toilet articles and novelties is made from it. Massachusetts leads the United States in this industry and 28 out of a total of 41 factories in the State making celluloid, horn, hoof and shell hair ornaments and toilet articles, and celluloid novelties are located at Leominster. The others are situated at Athol, Attleborough, Fitchburg, Lowell, Newburyport, and Worcester. Fifteen firms, 14 of them in Leominster, give out work to be done in the home.

B. Processes and Rates of Pay.

(1) HAIRPINS AND BUTTONS.

Twelve manufacturers send out to a few women the simple work of preparing cards and boxes for hairpins, and sewing hairpins and buttons on cards. A list of the processes with the rate of pay for each follows:

Sewing cards to hold hairpins,	\$0.35 a 100.
	.08 a dozen.

Sewing is done over wooden forms to make stitches even.

Sewing hairpins on cards,	\$0.25 to \$0.72 a gross cards.
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Two or three pins on a card.

Pasting small wooden blocks on cardboard nests (or boxes) for hairpins,	\$0.20 a 1,000.
Pasting gummed labels on nests for hairpins, . . . . .	.04 a 100.
Pasting gummed labels on display rolls, . . . . .	.12 an hour.
Sewing buttons on cards (with shanks),	\$0.12 to .25 a gross.
Sewing buttons on cards (without shanks), . . . . .	.15 to .30 a gross.

(2) CELLULOID NOVELTIES.

Five firms employ the majority of all home workers on celluloid novelties. The work consists largely in linking chains, putting fans together, and weaving baskets. Chains are made of celluloid links which are so flexible that they are easily put together by hand and many children were found helping with this work.¹ Sometimes the links come to the worker uncut, in which case a slit must be made with a clip in every other link used. Sometimes the links come in pairs, one cut and one uncut, which must be broken apart. The rates paid for work on chains follow:

Rates of Pay.

Linking celluloid chains for fans,	\$0.01½ to \$0.02 per 48 inches.
Fastening celluloid chains on picture frames, . . . . .	.10 a dozen.

The work upon fans comprises five processes, usually performed by different persons: (1) Stringing, or counting out and assembling the middle and outside ribs and putting a pin through them at the bottom; (2) riveting, or clipping off the pin after adding the handle, and hammering the clipped end to make it hold; (3) pegging, or covering the ends of the pins with celluloid pegs which are dipped with a pick into liquid celluloid; (4) running ribbon through the slits in the ribs with a tape needle; and (5) cementing this ribbon to the ribs with liquid celluloid, which becomes a part of the article cemented.² Stringing and running in the ribbon can readily be done by children. A list of processes and rates follows:

Processes and Rates of Pay.³

Stringing,	\$0.09 to \$0.12 a gross.
Assembling the ribs and putting a pin through them.	
Riveting, . . . . .	.09 a gross.
Putting on handle, clipping off end of pin and hammering clipped end to make it hold.	
Pegging, . . . . .	.06 a gross.
Putting celluloid pegs over ends of pins and cementing.	
Running ribbon into fans with tape needle, . . . . .	.25 to .65 a gross.
Cementing ribbon on fans, . . . . .	.24 to .48 a gross.

In weaving baskets, the first process is preparing the comb parts, corresponding to the warp in cloth weavings.⁴ The comb part is cut to fit the

¹ See Plate V, figure 1, facing this page.

² See Plate V, figures 1 and 2, facing this page.

³ For all work on fans a gross means 150.

⁴ See Plate V, figure 6, facing this page.

PLATE V.



Fig. 1. — Celluloid fan with the ribs strung, the handle put on, and the rivet put in but not covered with the celluloid pegs. The ribbon has been run in part way but not cemented. The chain is complete.

Fig. 2. — Small fan complete, with metal chain.

Fig. 3. — Woven napkin ring completed.

Fig. 4. — Brush holder. Before it was bent and fastened with the handle, the strips of colored celluloid were run in by home workers.

Fig. 5. — Soap box on which the celluloid cameo has been cemented.

Fig. 6. — Comb part of a basket.

Fig. 7. — Comb part cemented into bottom of basket and strand with which it is to be woven.

Fig. 8. — Completed basket with the cover on.

bottom of the basket where it is secured with eight or 10 clothespins for 10 or 15 minutes until dry. These comb parts are then sent to other workers who place them over wooden forms clamped to the table, and weave celluloid strands in and out so rapidly that an observer's eye can not follow the operation.¹ Two strands 52 inches long are required for a basket four inches long, $2\frac{1}{2}$ inches wide, and $1\frac{1}{4}$ inches deep. When the weaving is finished the top strand is cemented to the ends of the comb parts to prevent raveling and the basket is ready to go to the factory to have the top rim cemented on and the cover fitted.² A list of processes and rates follows:

Rates of Pay.

Cementing bottoms on baskets ($4 \times 2\frac{1}{2} \times 1\frac{1}{4}$ inches),	\$0.60 a gross.
Weaving baskets ($4 \times 2\frac{1}{2} \times 1\frac{1}{4}$ inches) and cementing tops, . . . .	.12 a dozen.
Weaving napkin rings and cementing tops, ³ . . . . .	.09 a dozen.

There are also many miscellaneous processes upon celluloid novelties which are done outside the factory. A list of these with the rates of pay for each follows:

Rates of Pay.

Stitching pincushions,	\$0.25 a gross.
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Made from scraps of velvet and satin. Celluloid rims are put on in the factory.

Stitching pincushions and stuffing with sawdust, . . . . .	.30 a gross.
Cementing celluloid cameos on tops of soap boxes, ⁴ . . . . .	.20 a gross.
Cementing bottoms on soap boxes, . . . . .	.20 a gross.
Cementing pegs on bottoms of soap boxes, . . . . .	.16 a gross boxes.
Cementing bottoms on glass coasters of celluloid, . . . . .	.06 a dozen.
Sandpapering pegs (for bottoms of boxes), . . . . .	.02 a gross.
Running ribbon into bandeaux and tying bow at one side, . . . .	.60 a gross.
Running ribbon into baskets and tying bow, . . . . .	.60 a gross.

The work on Celluloid Goods is, in general, clean and easy, requires little or no training, does not necessitate the maintenance of a tiresome position, can be done intermittently and in any part of the house, and is not hard upon the eyes. Weaving and cementing only, require any degree of skill. The two objectionable features of the work are the inflammability of celluloid and the odor of the cement. Celluloid is, however, not explosive and is inflammable only in direct contact with flame or when heated highly enough to cause decomposition of the material. Although the cement is not poisonous, the odor is apt to make workers ill until they

¹ See Plate V, figure 7, facing p. 122.

² See Plate V, figure 8, facing p. 122.

³ See Plate V, figure 3, facing p. 122.

⁴ See Plate V, figure 5, facing p. 122.

have become accustomed to it and is so distressing to some workers that they are obliged to confine themselves to processes into which the use of cement does not enter.

C. The Labor Supply.

The average number of home workers employed by the 14 firms reporting was 134 for the year. Interviews with 58 workers, whose names were taken at random from five pay-rolls, showed 96 persons actually doing the work taken out by these 58. If the proportion of workers to names upon the pay-rolls is the same for the whole industry, there were about 222 home workers on Celluloid Goods, or 18.5 per cent of the total number of workers of the 14 establishments. These received 1.5 per cent of the whole amount paid for wages.

Most of the home workers in this industry are relatives, friends, or neighbors of the factory employees and contractors. Usually the supply of workers is sufficient to meet the demand, and an occasional advertisement in the rush season brings more than can be employed. The shift is inconsiderable among the workers who sew cards and prepare boxes and among those who do the skilled work for contractors, but it is marked among those working directly for the factories and doing the unskilled work on novelties.

Sewing cards for hairpins has been done at home for many years but is steadily decreasing in amount because boxes are more and more used in place of cards. Home work upon celluloid novelties has been done to some extent for four or five years, but in 1912 the fad for these articles created a demand which was met by the employment of a greatly increased number of outside workers. When the fad declines the amount of home work will undoubtedly be greatly reduced.

D. Method of Distribution.

Home workers call for the work at the factory or at the residences of the contractors and pay no charges for transportation, except car fare in the case of those who live at a distance. Often factory employees carry the work back and forth for friends and relatives. Contractors pay for the transportation to and from the factory of the work which they give out. Thirteen, or 28.9 per cent of the home workers, paid charges for equipment, such as wire cutters, pinchers, etc.

Only two contractors were found in this industry and they handled the more skilled work. One contractor had a monopoly of one process. The

manufacturers determine the rate of pay to the contractors and the latter get the work done as cheaply as they can in order to obtain the highest possible profit.

E. The Worker.

Personal data regarding the home worker, including the work, the conditions under which it is done, and its effects upon his health, and the welfare of his family have profound social significance and must receive consideration in some detail. The nativity of the home worker, because indicative of his standard of living, is of primary importance in this discussion. The prevalence of native-born workers and the preponderance of the thrifty French Canadians among the foreign-born account for the relatively high standard among celluloid workers. There was, however, a noticeably large number of Italians among the workers' fathers. A number of workers of other nationalities complained that the Italian foremen in the factories favored their countrywomen in giving out home work and that the increasing Italian population was partially responsible for reductions in rates of pay.

(1) SEX AND AGE.

The following table shows the age and sex of all home workers on Celluloid Goods.

TABLE 54. — *Sex and Age of Home Workers on Celluloid Goods.*

AGE GROUPS.	MALES		FEMALES		BOTH SEXES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages
All Ages.	6	100.0	20	100.0	26	100.0
Under five years.	—	—	—	—	—	—
Five years and under 10,	2	33.3	11	12.2	13	13.6
10 years and under 14,	3	50.0	8	8.9	11	11.5
14 years and under 16,	—	—	5	5.6	5	5.2
16 years and under 18,	—	—	3	3.3	3	3.1
18 years and under 21,	—	—	6	6.7	6	6.3
21 years and under 25,	—	—	10	11.1	10	10.4
25 years and under 30,	—	—	2	2.2	2	2.1
30 years and under 35,	1	16.7	11	12.2	12	12.5
35 years and under 40,	—	—	8	8.9	8	8.3
40 years and under 45,	—	—	12	13.4	12	12.5
45 years and under 50,	—	—	2	2.2	2	2.1
50 years and under 55,	—	—	3	3.3	3	3.1
55 years and under 60,	—	—	3	3.3	3	3.1
60 years and over,	—	—	6	6.7	6	6.3

The prominence of two classes of workers is shown by this table: Children between the ages of five and 14 years, whose nimble fingers make quick work of running ribbon in fans and linking chains, and women of the age-group to which mothers of young children belong.

(2) SCHOOL ATTENDANCE.

After 14 years of age, children drop out of the home work ranks to go into the factories. A questionnaire sent to a high school in a celluloid community showed only one home worker among the pupils although all had some gainful occupation, often factory work, in which they were engaged after school hours and on Saturdays. That home work does not interfere with the school attendance is evident from the following table.

TABLE 55. — *School Attendance of Home Workers on Celluloid Goods: By Age and Sex.*

AGE GROUPS.	NUMBER OF MALES —		NUMBER OF FEMALES —		NUMBER OF BOTH SEXES —	
	In School	Not in School	In School	Not in School	In School	Not in School
Under 18 Years.	5	-	19	8	24	8
Five years and under 10,	2	-	9	2	11	2
10 years and under 14,	3	-	8	-	11	-
14 years and under 16,	-	-	1	4	1	4
16 years and under 18,	-	-	1	2	1	2

(3) EARNINGS AND INCOMES.

(a) *Annual Earnings from Home Work.*

The supplementary character of the incomes from home work is clearly indicated by the fact that the majority of the workers in this industry 16 years of age and over were married women with adult male wage-earners in their families, and emphasized by a comparison of the small amount of annual earnings from home work, which were often less than \$25 and seldom more than \$100, with the total family incomes, which were oftener over \$1,000 than under \$500, as shown in Tables 56, 57, and 58.

TABLE 56. — *Number of Families of Home Workers on Celluloid Goods Earning each Classified Amount a Year.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Families	Number Re- porting Earnings	NUMBER OF FAMILIES EARNING A YEAR —							
			Less than \$25	\$25 to \$49.99	\$50 to \$99.99	\$100 to \$149.99	\$150 to \$199.99	\$200 to \$249.99	\$250 to \$299.99	\$300 and over
All Families.	58	57	24	17	9	3	3	1	-	-
One worker,	36	36	18	9	4	2	2	1	-	-
Two workers,	13	12	3	7	1	-	1	-	-	-
Three workers,	4	4	2	1	1	-	-	-	-	-
Four workers,	4	4	1	-	3	-	-	-	-	-
Six workers,	1	1	-	-	-	1	-	-	-	-

Families of Home Workers Employed for Nine Months or Over.

All Families.	-	11	-	3	2	2	3	1	-	-
One worker,	-	9	-	2	2	2	2	1	-	-
Two workers,	-	1	-	-	-	-	1	-	-	-
Three workers,	-	1	-	1	-	-	-	-	-	-

TABLE 57. — *Percentage of Families of Home Workers on Celluloid Goods Earning less than Specified Amount a Year.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Fam- ilies	Num- ber Re- port- ing Earn- ings	PERCENTAGE OF FAMILIES EARNING A YEAR —							
			Less than \$25	Less than \$50	Less than \$100	Less than \$150	Less than \$200	Less than \$250	Less than \$300	Less than \$350
All Families.	58	57	42.1	71.9	87.7	93.9	93.3	100.0	100.0	100.0
One worker,	36	36	50.0	75.0	86.1	91.7	97.2	100.0	100.0	100.0
Two workers,	13	12	25.0	83.3	91.7	91.7	100.0	100.0	100.0	100.0
Three workers,	4	4	50.0	75.0	100.0	100.0	100.0	100.0	100.0	100.0
Four workers,	4	4	25.0	25.0	100.0	100.0	100.0	100.0	100.0	100.0
Six workers,	1	1	-	-	-	100.0	100.0	100.0	100.0	100.0

Families of Home Workers Employed for Nine Months or Over.

All Families.	-	11	-	27.3	45.5	68.6	90.9	100.0	100.0	100.0
One worker,	-	9	-	22.2	44.4	66.7	88.9	100.0	100.0	100.0
Two workers,	-	1	-	-	-	-	100.0	100.0	100.0	100.0
Three workers,	-	1	-	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(b) Incomes from All Sources.

The following table shows the number of families with annual incomes, exclusive of home work, of specified amounts classified by the annual earnings from home work.

TABLE 58. — *Annual Earnings of Families from Home Work on Celluloid Goods and Incomes from Other Sources.*

ANNUAL EARNINGS FROM HOME WORK.	Total Number of Families	NUMBER HAVING ANNUAL INCOME EXCLUSIVE OF HOME WORK OF —					
		\$250 and under \$500	\$500 and under \$750	\$750 and under \$1,000	\$1,000 and under \$1,250	\$1,250 and Over	Incomes not re- ported
All Families.	58	4	14	14	3	12	11
Under \$25,	24	3	7	5	2	4	3
\$25 and under \$50,	17	-	4	2	1	4	6
\$50 and under \$100,	9	1	2	3	-	2	1
\$100 and under \$150,	3	-	-	1	-	1	-
\$150 and under \$200,	3	-	1	1	-	1	-
\$200 and under \$250,	1	-	-	1	-	-	-
Earnings not reported,	1	-	-	1	-	-	-

These incomes, for families living in a town of less than 20,000 inhabitants where the cost of living is comparatively low, and only one of whom paid as much as \$250 for rent, indicate that there was, except in a few cases, no real necessity for home work.

(4) WORKING CONDITIONS.

Although the prevailing hourly earnings of 10 cents would yield to a steady worker enough to sustain life, non-employment, due to the seasonal character of the industry and its dependence upon a fluctuating demand

for novelties on which home work is done, makes it impossible for any worker to make a living from this work. Of the 58 families of home workers in this industry investigated, 36 started home work after the beginning of the year and 21 were found upon examination of the pay-rolls to have been without work during some part of the year, — five, less than three months; seven, three months and less than six months; seven, six months and less than nine; two, nine months and less than 12. Twenty of these workers were not employed because of dull season.

The income from home work was not materially cut down by charges. All workers called for their work, which is light enough to be carried easily, and only two paid car fare. The equipment charge paid by a few was usually for a 60-cent clip with which to cut rings for chains. The greater number paid no charges.

Almost one-third of the women workers 16 years of age and over had other gainful occupations and did home work only at odd moments. About one-third of the total number of home workers worked for more than one manufacturer. No experience is needed to prepare for most of the home work on Celluloid Goods.

Living arrangements were not characterized by over-crowding; the average number of persons to a room was 1.4. More than one-fourth of the workers found the kitchen the most convenient place for work which they picked up at odd moments, and the kitchen table a suitable place for clamping the weaving forms. This room was found in most instances to be large and well ventilated. Many workers carried their work from room to room or took it to the porch in warm weather.

F. Summary.

Home workers on Celluloid Goods were largely married women, and children under 14 years of age, of American or French-Canadian birth; apparently, they did not work from necessity and their earnings were small additions to the family income; the hourly rate was comparatively high, but unemployment cut down the annual earnings to a low figure; charges were negligible; little training was required; and the living and working conditions were satisfactory.

5. SPORTING GOODS.

BY CAROLINE E. WILSON.

A. Introductory.

Eighteen firms in Massachusetts are engaged in the manufacture of Sporting Goods. Twelve of these, including two Boston firms, are in the eastern part of the State. Three are in Springfield, and three are in neighboring towns in the Connecticut Valley. Eight of the factories reported that home work was given out by them. The products of these establishments included balls of various kinds, running pants, and fishing and hunting goods. The varieties lending themselves most easily to home work are baseballs, squash balls, tennis balls, and running pants. Of the four establishments studied, two gave out work on baseballs, one on tennis balls and squash balls, and one on running pants.

B. Processes and Rates of Pay.

The work on baseballs consists in stitching on the outside covers by hand. The cover, cut from hide, or, in the case of the cheaper balls, from prepared cloth, is laid over the ball and held in place by tacks or clamps while the edges are pulled together with pliers and stitched. The stretching of the covers of the more expensive balls is an operation requiring a considerable amount of strength, and, as the cover must be wet, the hands of the worker often become swollen and stiff from their cramped position. Tennis balls are sent to the home with the covers already glued on; the seams are stitched back and forth by the worker leaving the stitches almost invisible. The material sent to the homes for the making of squash balls consists of rubber balls and knitted covers to be put over them. The worker rips open the cover, inserts the rubber ball, and catches up the edges with the same thread which was ripped out. Running pants are sent to the worker for the machine sewing only; the process is simple, the work resembling that on plain underwear.

The home work on balls is a hand-finishing process, the main part of the operation being done at the factory. The home work on running pants, however, is the principal process in their manufacture. Since the contractor does the buttonholing and finishing, the only part of the operation actually performed at the factory is cutting out the garments from the whole cloth.

Rates of Pay.

Baseballs,	\$0.08 to \$0.50 a dozen.
Squash balls, . . . . .	.30 a dozen.
Tennis balls, . . . . .	.15 a dozen.
Running pants, . . . . .	.30 a dozen.

C. The Labor Supply.

The supply of labor for home work on balls seems to be highly elastic. The employers reported that an advertisement for extra home workers during the busy season usually brings in more workers than they can use. The workers in one town reported an instance in which their demand for a higher rate — five cents more a dozen — caused the manufacturer to extend the work into neighboring towns, where so many persons were found willing to accept the low rate that the workers were obliged to withdraw their demand or lose the work. The supply of labor for running pants was recruited from the contractor's immediate neighborhood.

Owing to the nature of the sports concerned, the demand for tennis and baseballs is seasonal. Baseballs are made mainly in the Winter to anticipate the summer demand. The tennis balls soon lose their elasticity and must be made for immediate use; consequently the busy season in their manufacture is Spring and early Summer. A limited demand for tennis balls for winter use comes from the South, and to meet this a small number of balls is made in the otherwise dull season. The demand for running pants is comparatively steady.

The baseball workers go directly to the factory for their materials. The tennis balls are delivered to the workers directly from the factory by wagon. The materials for the running pants come indirectly to the worker through a contractor who gets them from the factory and distributes them to the workers from her home.

D. Method of Distribution.

From the time when the running pants are cut from the whole cloth until they reach the consumer, they are handled at least six times in connection with the different processes.

1. The garments are cut out at the factory and sent to the contractor.
2. The contractor does the buttonholing and distributes the goods to the home workers.
3. The machine stitching is done by the home worker who receives 30 cents a dozen pairs.
4. The contractor finishes the articles, that is, sews on the buttons and tapes.

and returns them to the factory, receiving 50 cents a dozen pairs for the finished garments.

5. The product is forwarded to the retail dealers from the factory.

6. The running pants are sold at the retail shops for 50 cents a pair.

E. The Worker.

Home work on Sporting Goods offers very little opportunity for the labor of young children, for the sewing on baseballs requires some degree of skill and often a considerable amount of strength.

(1) SEX AND AGE.

The following table shows the number and percentages of home workers of each sex in specified age groups.

TABLE 59. — *Sex and Age of Home Workers on Sporting Goods.*

AGE GROUPS.	MALES		FEMALES		BOTH SEXES	
	Number	Percent-ages ¹	Number	Percent-ages ¹	Number	Percent-ages ¹
All Ages.	14	100.0	159	100.0	173	100.0
Under five years,	—	—	—	—	—	—
Five years and under 10,	—	—	1	0.6	1	0.6
10 years and under 14,	2	15.4	2	1.3	4	2.4
14 years and under 18,	—	—	1	0.6	1	0.6
18 years and under 21,	—	—	1	0.6	1	0.6
21 years and under 25,	—	—	2	1.3	2	1.2
25 years and under 30,	—	—	2	1.3	2	1.2
30 years and under 35,	1	7.7	13	8.4	14	8.3
35 years and under 40,	2	15.4	21	13.6	23	13.7
40 years and under 45,	1	7.7	28	18.1	29	17.2
45 years and under 50,	1	7.7	20	12.9	21	12.5
50 years and under 55,	—	—	9	5.8	9	5.4
55 years and under 60,	1	7.7	16	10.3	17	10.1
60 years and over,	1	7.7	15	9.7	16	9.5
Age not reported,	4	30.7	24	15.5	28	16.7
Age not reported,	1	—	4	—	5	—

¹ The percentages in this table are calculated on the basis of the number reporting.

The majority of the workers were adults, mostly women, between the ages of 25 and 45. Only five children under 14 seemed to have any share in the work. Old people in the families of baseball workers were sometimes kept busy threading needles, clipping ends of thread, and packing the balls. Of 173 persons at work on Sporting Goods, only 14 were males. Some of these were old men who had given up active outside work, and a few were disabled or temporarily out of employment. A woman who had a good output of baseballs said that she could not earn much if it were not for her "two fathers", her own and her husband's father, both over 70, who lived with her and did nearly all of the rougher work on her product. Very few women were without a male wage-earner in the family.

Usually the husband turns in the whole of his weekly wage toward the family expenses. Where the husband is dead, sons and daughters take up the responsibility of the family expenses. As the children's wages are raised from time to time the necessity for the mother's carrying on home work disappears.

(2) EARNINGS AND INCOMES.

(a) *Annual Earnings from Home Work.*

The following tables show the number earning specified amounts and the percentage earning less than specified amounts.

TABLE 60. — *Number of Families of Home Workers on Sporting Goods Earning each Classified Amount a Year.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Families	Num- ber re- port- ing Earn- ings	NUMBER OF FAMILIES EARNING A YEAR —							
			Less than \$25	\$25 to \$49.99	\$50 to \$99.99	\$100 to \$149.99	\$150 to \$199.99	\$200 to \$249.99	\$250 to \$299.99	\$300 and over
All Families.	137	133	19	39	64	13	4	—	2	1
One worker, . . .	105	102	15	25	48	12	1	—	1	—
Two workers, . . .	29	28	4	4	15	—	3	—	1	1
Three workers, . . .	2	2	—	1	—	1	—	—	—	—
Four workers, . . .	1	1	—	—	1	—	—	—	—	—

Families of Home Workers Employed for Nine Months or Over.

All Families.	—	107	7	21	59	13	4	—	2	1
One worker, . . .	—	81	7	17	43	12	1	—	1	—
Two workers, . . .	—	23	—	3	15	—	3	—	1	1
Three workers, . . .	—	2	—	1	—	1	—	—	—	—
Four workers, . . .	—	1	—	—	1	—	—	—	—	—

TABLE 61. — *Percentage of Families of Home Workers on Sporting Goods Earning less than Specified Amount a Year.*

NUMBER OF WORKERS IN FAMILIES.	Total Number of Families	Num- ber re- port- ing Earn- ings	PERCENTAGE OF FAMILIES EARNING A YEAR —							
			Less than \$25	Less than \$50	Less than \$100	Less than \$150	Less than \$200	Less than \$250	Less than \$300	Less than \$350
All Families.	137	133	14.3	36.8	85.0	94.7	97.7	97.7	99.2	99.3
One worker, . . .	105	102	14.7	39.2	86.3	98.0	99.0	99.0	100.0	100.0
Two workers, . . .	29	28	14.3	28.6	82.1	82.1	92.9	92.9	96.4	96.4
Three workers, . . .	2	2	—	50.0	50.0	100.0	100.0	100.0	100.0	100.0
Four workers, . . .	1	1	—	—	100.0	100.0	100.0	100.0	100.0	100.0

Families of Home Workers Employed for Nine Months or Over.

All Families.	—	107	6.5	26.2	81.3	93.5	97.2	97.2	99.1	99.1
One worker, . . .	—	81	8.6	29.6	82.7	97.5	98.8	98.8	100.0	100.0
Two workers, . . .	—	23	—	13.0	78.3	78.3	91.3	91.3	95.7	95.7
Three workers, . . .	—	2	—	50.0	50.0	100.0	100.0	100.0	100.0	100.0
Four workers, . . .	—	1	—	—	100.0	100.0	100.0	100.0	100.0	100.0

All but seven of the 133 families for whom complete pay-rolls for the year were available, earned less than \$150. In general, the earnings corresponded to those in other industries, except that they did not run as high as in Wearing Apparel. In Sporting Goods only two individual home workers earned more than \$150 in the course of the year, one of whom made between \$150 and \$200, and one between \$250 and \$300. The aggregate earnings of groups of workers ranged only slightly higher; three groups of two workers each earned \$150 and less than \$200; two groups earned over \$200, one between \$250 and \$300, and one between \$350 and \$400.

(b) *Incomes from All Sources.*

The following table exhibits the incomes from sources exclusive of home work.

TABLE 62. — *Annual Earnings of Families from Home Work on Sporting Goods and Incomes from Other Sources.*

ANNUAL EARNINGS FROM HOME WORK.	Total Number of Families	NUMBER HAVING ANNUAL EARNINGS EXCLUSIVE OF HOME WORK OF —							Dependent on Home Work Only
		\$50 and under \$250	\$250 and under \$500	\$500 and under \$750	\$750 and under \$1,000	\$1,000 and under \$1,250	\$1,250 and Over	In- come not Stated	
All Families.	137	2	9	32	32	24	16	21	1
Under \$25.	19	—	—	6	4	2	3	4	—
\$25 and under \$50.	30	—	3	7	6	8	1	5	—
\$50 and under \$100.	64	2	3	11	19	11	11	7	—
\$100 and under \$150.	13	—	1	5	2	2	—	3	—
\$150 and under \$200.	4	—	1	2	—	—	—	1	—
\$200 and under \$250.	—	—	—	—	—	—	—	—	—
\$250 and under \$300.	2	—	—	—	—	—	1	—	1
\$300 and under \$400.	1	—	—	—	—	1	—	—	—
Earnings not reported.	4	—	1	1	1	—	—	1	—

Although the earnings of Sporting Goods workers ranged lower than in Wearing Apparel, the families as a rule had substantial incomes from other sources. Over three-fifths (62.6 per cent) of the 115 families for whom information was available had an annual income, exclusive of home work, of \$750 or over, and 40 of those, or more than one-third (34.8 per cent) had an annual income of more than \$1,000. In a few cases extremely low incomes were reported.

As is to be expected from the low level of annual earnings, the hourly rates were grouped about an extremely low figure, 68.5 per cent earning eight cents an hour or less.

(3) **WORKING CONDITIONS.**

Owing to the seasonal nature of their occupation, a considerable number of workers of all grades of earning capacity were non-employed in the

course of the year. The period of non-employment lasted usually from one to six months, quite long enough to seriously handicap any workers who might be dependent on home work earnings for a part of their support. A number of workers were idle for a time on account of household duties or because they had tired of the work, and a still smaller number were obliged to give it up on account of illness; but such causes affected only a small number of workers as compared with the seasonal fluctuations of the trade and their far-reaching effect.

The needles, wax, and tweezers used in connection with these processes formed a varying item of expense for the worker, in addition to the five cents a week charged as rent for the clamps used in stitching balls. About 40 per cent of the workers called at the factory or at the contractor's shop for their materials, and the rest had them delivered. If they were obliged to call for the goods, car fare would make an additional item of expense for those living at a distance. The margin of profit is so small that one contractor, according to a statement which she made to the investigator, refused to give work to people who must necessarily pay car fare in order to get their materials.

Very few workers reported that they had changed employers during the year. The establishments making Sporting Goods were few in number, so that a worker in a small city or town would find it hard to get work in her own trade except under one manufacturer; and, although the various home processes connected with other industries could easily be learned, the workers rarely changed from one occupation to another, even in the dull seasons of their own industry.

Over one-half of the persons carrying on home processes on Sporting Goods were found at work in their kitchens, alternating sewing on balls or running pants with various household duties. In a few cases where the families lived in crowded quarters, bedrooms were used for work-places. Only three regular workrooms were found. In general, however, the rooms were clean and well-kept, and sometimes gave evidence of unusually high standards of housekeeping. Occasionally, in the tenement districts of the larger cities conditions were found which seemed in urgent need of regulation. The conditions in those homes where cleanliness was little regarded and where disease might prevail without the knowledge of those who give out the work show, conclusively, the necessity of such regulations as would afford protection both to the worker and the public.

6. OTHER INDUSTRIES.

BY MARGARET S. DISMORR.

A. Introductory.

Among the other industries in which home work was found to a less extent than in the five principal ones considered, those giving out work on brushes and silk materials employed the largest numbers of outside workers. Home workers on brushes and silk goods were found chiefly in the rural parts of Massachusetts. The work was usually carried on in the kitchen, where conditions as to hygiene and cleanliness were frequently unsatisfactory. Silk was picked on the floor and tooth brush bristles were picked on the floor or table, over a piece of black paper or cardboard. Every tooth brush, however, is sterilized at the factory when finished.

B. Brushes.

Three manufacturers of brushes, located in Boston, Attleborough, and Northampton, reported home work. The products are hair brushes and tooth brushes. The chief processes performed in homes are "drawing" brushes and picking bristles. Both hair and tooth brushes can be hand drawn, but home work is most usual on tooth brushes. All tooth brushes with cement stripes at the back are hand drawn, that is, the bunches of bristles are wired and "drawn" through the holes in the head by hand. This is done with the help of a machine which holds the bristles, brush, and spool of wire in position and which, by the pressure of the worker's foot on a treadle, releases the right quantity of bristles to fill one hole. The worker threads the wire through a hole, loops it round the bunch of bristles, and then draws the wire tightly back through the hole. This bends the bristles double and fixes them in the hole. When the brush has been drawn, the wired grooves at the back are filled with cement at the factory. Most tooth brushes have about 40 holes and can be drawn in a few minutes. The payment to home workers for this work varies; a specimen rate is \$1.32 for drawing a gross of brushes. Picking bristles, or separating black from white bristles in order that tooth brushes may be all of one shade, is less skilled work and is often done by children. The work is trying to the eyes, especially when done at night. The rate of payment is one dollar a pound and the time required for a pound is usually about 20 hours. The variable quality of the bristles makes the process longer in some cases and shorter in others. When the picking is easy a worker can make from 10 to 20 cents an hour.

All other work on tooth brushes is done in the factory and even the two processes above mentioned are occasionally performed there. Bristles can be put in brushes by power machines in the factory instead of being drawn; in fact, the stapling machine is actually beginning to displace home workers in this process. All of the home workers on brushes call for their work and return it to the factory at their own expense. There are no contractors in this industry.

C. Silk Goods.

Reports as to home work were received from 11 establishments producing silk and silk goods. Two of them gave out home work. In addition, a box factory reported home work on darning silk samples. The work done by home workers includes picking silk, reeling and labeling embroidery silk, mounting "silk cultures" for advertisement, and winding specimens of darning silk to be sold with silk hose. The largest number of home workers is employed at picking silk, that is, removing cotton threads from raw and spun silk waste. The 50-pound sacks of waste are called for and returned by the workers or their children, and much of the work, which is entirely unskilled, is done by children. The rate of pay is \$3 a sack. Most of the families take about a week to pick a sack; but their hours of labor are irregular, and as this work is never done in the factory, it would be difficult to estimate how much could be earned in a week by a steady worker.

APPENDICES.

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APPENDIX A.

SPECIAL REPORTS ON HOME WORK.

The question of home work has had an increasing amount of attention in this country since the early nineties. The Report of the Select Committee of the British House of Lords, published in 1890, aroused great interest in the United States and stimulated inquiries into the extent to which the sweating system prevailed and the evils which it involved. The term "sweating system" was used to indicate both home work as it has been defined in this report and work in small shops under contractors; it describes the excessively long hours and high rate of speed which existed almost universally in the small shops and home workrooms. At that time the system was supposed to be confined almost wholly to making ready-made clothing.

The seventh biennial report of the Illinois Bureau of Labor Statistics, 1892, contains the results of an extensive investigation of the sweating system in Chicago. The canvass of the bureau included 666 establishments and 10,933 employees, of whom one-fourth were men and boys. There were 1,836 persons reported as home finishers. The report gives a synopsis of the piece-rates for the various kinds of work, but presents no classified wages. Six possible remedial measures were enumerated as follows, but no recommendations were made:

1. The licensing of contractors.
2. The prohibition of the manufacture of tenement-made articles.
3. The regulation of the age at which children may work, and the hours of labor for women and children.
4. The placing of tags on all articles made by contractors.
5. The equipment of all shops with mechanical power for running machines.
6. The provision of separate apartments for pressers.

In 1893 the Committee on Manufactures of the United States House of Representatives made an investigation into the "effect of the so-called 'sweating system' of tenement-house labor upon manufactures of clothing and other manufactures".¹ The Committee found that approximately

¹ House Report No. 2309, 52nd Congress, 2nd Session.

50 per cent of the ready-made clothing was made under sweat-shop conditions, and that the wages of the tenement workers were fully 25 per cent less than those paid in large shops for the same work. The Committee recommended Federal legislation requiring the adoption of a tag by which any article could be traced directly to the spot where it or any part of it was made. Licensing, registry, and inspection of workrooms were left to State and municipal authority.

The results of an investigation of the sweating system in Philadelphia are presented in the report of the Pennsylvania Bureau of Industrial Statistics for the same year. The adoption of a tag to be affixed to all tenement-made goods was recommended.

In 1896 a report by Henry White, secretary of the United Garment Workers of America, was published by the Federal Department of Labor.¹ The report summarized the sweat-shop legislation of the various States up to that time and indicated a belief that the evils of the system were gradually being corrected.

Three investigations of sweating in the garment-making trades in Wisconsin are summarized in the report of the Wisconsin Bureau of Labor Statistics in 1901-1902. The first two covered 79 shops employing 1,177 persons. Ninety-two per cent of the male workers were found to receive seven dollars a week or more and 90 per cent of the female workers six dollars a week or less. The third investigation had to do with the inspection of shops. A fourth investigation in the same industry is summarized in the report of the Wisconsin Bureau of Labor Statistics for 1903-1904. The range of wages was found to be substantially the same as in the previous investigation.

Since the publication of these reports, interest has spread to the other branches of tenement industry. The Consumers' League has published studies into the conditions of home manufacture in various industries. A study by Mary Van Kleeck under the direction of the Committee on Women's Work of the Russell Sage Foundation, published in 1913, describes the working conditions of an industry conspicuous for its relation to home work — artificial flower making.² The investigation included 110 families of home workers, with 371 members who worked on flowers. Almost one-half of the workers (48.7 per cent) were found to be under 16 years of age. Over 10 per cent were under eight years of age. The average weekly earnings from home work for 102 families were \$4.92.

¹ Bulletin of the Department of Labor, No. 4, May, 1896.

² Artificial Flower Makers. By Mary Van Kleeck. Published by The Survey Associates. New York. 1913.

The volume includes a study of conditions of employment in the artificial flower trade in Paris. The report describes two possible remedies for the evils of the system, the establishment of minimum wage boards and the prohibition of home work, but no positive recommendations are made.

The Immigration Commission reported home work in 421 out of 8,605 immigrant households studied.¹ In the City of Boston home work was found in 49 out of 1,416 households. The principal occupations included were tailoring, dressmaking, and sewing.

"Men's Ready-made Clothing", the second volume of the Woman and Child Wage Earners series published by the Federal Bureau of Labor, includes a section on home work in the clothing industry.² The study included 1,015 home workers in five cities — Chicago, Rochester, New York, Philadelphia, and Baltimore. The average weekly earnings were found to be \$3.21. The report emphasizes the danger to the consumer of contagion from home finishing.

A special investigation of manufacturing in tenement houses was made for the New York State Factory Investigating Commission by the National Child Labor Committee. The Committee reported 13,268 licensed tenements in New York, each containing anywhere from three to 40 or 50 different apartments in which the manufacture of 41 specified articles may be carried on. Strong emphasis is laid upon the evils of home work, — the spreading of disease, the employment of young children, the effect on school attendance, the low wages of home workers, and the cost of home work to the community. A more extensive investigation was recommended before any radical legislation should be attempted. The following comment is made on the present regulation of home work:

By home-work or tenement-work is meant any kind of manufacturing done for a manufacturer, contractor or agent by persons not working on the premises or under the supervision of such a manufacturer, contractor or agent, the wages and rates of payment for these workers being fixed by the persons giving out the work. In its essence home-work, as thus defined, is unlawful, or at least beyond control by law. In New York State we have a Labor Code, certain sections of which exist for the express purpose of regulating conditions under which manufacturing may be carried on in the State, but by giving out home-work a manufacturer is literally able to break every law on the statute books. His work may be done in unclean, unsanitary surroundings, it may be performed by little children or minors working long hours after 5 P.M., when the law frees the girl and boy workers in the factories, or by young girls working far into the night. Home-work means unregulated manufacturing, carried on beyond the possibility of control as to hours

¹ Reports of the Immigration Commission, Vol. 26, p. 94.

² Report on Condition of Woman and Child Wage Earners in the United States, Vol. 2, pp. 215-318.

of women's work, child labor, night-work of minors, or cleanliness and sanitation of work-places. In its efforts to inspect the 13,000 licensed tenements in New York city, the Department of Labor is attempting the impossible. From the point of view of the community, the greatest objection to home-work is its lawlessness.¹

Investigations have been undertaken from time to time in European countries. The Select Committee of the House of Lords, appointed in 1888 to investigate the sweating system in England, reported in 1890 that the evils of home work, low wages, long hours, and unsanitary conditions, "can hardly be exaggerated".² The report continues: "The earnings of the lowest class of workers are barely sufficient to sustain existence. The hours of labor are such as to make the lives of the workers periods of almost ceaseless toil, hard and unlovely to the last degree. The sanitary conditions under which the work is conducted are not only injurious to the health of the persons employed, but are dangerous to the public, especially in the case of the trades concerned in making clothes, as infectious diseases are spread by the sale of garments made in rooms inhabited by persons suffering from smallpox and other diseases." The recommendations deal mainly with the advisability of additional regulation and inspection. The report was followed at frequent intervals by minor reports by public and private agencies. In 1908 the House of Commons appointed a Select Committee on Home Work. In its report³ the Committee deprecates "the almost complete absence of statistics on the subject," but presents no material with which the want may be supplied. The report consists almost wholly of the minutes of evidence from the various witnesses heard. The remedies recommended are: First, wages boards, to fix and adjust minimum time and piece-rates; second, regulation and inspection to supplement the action of the boards.

A report on lingerie by the French Bureau of Labor, covering the home workers on white goods,⁴ has been followed by reports on the artificial flower industry,⁵ and the boot and shoe industry.⁶ The investigation of the artificial flower industry covered 416 of the 24,000 workers included in the industry in France. Fifty per cent of the workers in Paris were found to earn between 150 and 450 francs (\$30 and \$90) a year. Sixty-one per cent of the persons investigated worked 10 hours a day or more in the good season, and 26 per cent 12 hours a day or more. The recommendations were: First, an adjustment of the feather industry to

¹ State of New York. Preliminary Report of the State Factory Investigating Commission. Albany. 1912.

² Fifth Report from the Select Committee of the House of Lords on the Sweating System. London. 1890.

³ Report from the Select Committee on Home Work. London. 1908.

⁴ Enquête sur le Travail à Domicile dans l'Industrie de la Lingerie. Office du Travail. Paris. 1907-1911.

⁵ Enquête sur le Travail à Domicile dans l'Industrie de la Fleur Artificielle. Paris. 1913.

⁶ Enquête sur le Travail à Domicile dans l'Industrie de la Chaussure. Paris. 1914.

the flower industry in order that workers may be skilled in both trades and so avoid the dull season; second, a minimum wage for home workers. A minimum wage is also advocated as the necessary remedy by Paul Boyaval in "*La Lutte Contre la Sweating-System.*"

For the third inquiry into home work, the boot and shoe industry was chosen, because, unlike the other industries investigated, it employs more men than women and because mechanical tools play an important part in the work. About 900 persons furnished the data on which the report is based, 724 being workers, 130, manufacturers, and the remaining 46, contractors, trade union secretaries, etc. The earnings of home workers were found to be generally higher in the boot and shoe industry than in the white goods or artificial flower industries, but being the earnings of men, were often insufficient. Gross earnings are much reduced by the cost of materials and tools. About 33 per cent of the home workers employed on specialties reported net annual earnings of from 600 to 900 francs (\$120 to \$180), the earnings of the men being decidedly higher than those of the women. Half the men engaged in the work reported that their hours of labor ranged from 11 to 12 a day, while at least one-fifth of the men worked from 13 to 16 hours a day; 50 per cent of the women worked from eight to 10 hours a day and at least 30 per cent from 11 to 13 hours a day, although the long days are less frequent among the women. According to the authorities consulted, home work in the boot and shoe industry is gradually disappearing in the large cities and industrial towns; in the country districts it not only persists but increases.

Home work in Germany has been subject to official and private investigation since the eighties. A government report on the garment trades, published in 1896,¹ describes the low rates of pay and the long and irregular hours prevalent in all trades, especially women's clothing. More recent is a survey of home work in the *Handwörterbuch der Sozialen Hygiene*² in which the number of home workers in the Kingdom of Saxony is estimated at 315,620.

A recent study in Belgium by Pierre Verhaegen³ outlines the characteristics and evils of home work and the difficulties of two possible remedies — prohibition and regulation. The minimum wage is recommended as the real solution of the problem.

A study by Alessandro Schiavi,⁴ under the direction of La Società Umanitaria of Milan, emphasizes the supplementary nature of the income

¹ *Kleider und Wäsche-Konfektion.* Kaiserliches Statistisches Amt. Berlin. 1896.

² *Handwörterbuch der Sozialen Hygiene.* Leipzig. 1912.

³ *Travail à Domicile et Sweating System.* By Pierre Verhaegen. Brussels. 1912.

⁴ *Saggio di un'inchiesta sul lavoro a domicilio in Milano* (1908). By Alessandro Schiavi.

from home work and the close connection of the problem with the problem of housing. The regulation of convent labor and an extensive investigation into home work in the great urban centers is recommended.

The first volume of the results of an official investigation of home work in the Netherlands, covering about 18,000 workers, was published in 1911.¹ The report emphasizes the urgent need of reform in respect to the length of the working day, the rates of pay, and the conditions of work.

An investigation in Finland² in 1907, covered 621 shops and 3,205 workers in the clothing trades. The average length of work was found to be from nine and one-half to 10 hours and the range of wages from eight cents to \$1.15 a day.

The reports show little uniformity with regard to the recommendations made. In general, it may be said that the prohibition of home work is seldom advocated except in this country. The general trend seems to be toward the establishment of a minimum wage, with the support of adequate inspection and regulation.

¹ Onderzoekingen naar de toestanden in de Nederlandsche Huisindustrie. The Hague. 1911-1914.

² Undersökning af Nölarbeterskornas. By Vera Hjelt. Helsingfors. 1908.

APPENDIX B.

EXTRACTS FROM REPORTS OF INSPECTORS OF HOME WORK.

The following extracts summarize the work of inspection of tenement manufacture in Massachusetts, New York, and the United Kingdom.

1. MASSACHUSETTS.¹

STATE BOARD OF LABOR AND INDUSTRIES.

The State Board of Health on June 1, 1913, relinquished all powers it had held under the former statute. Because of the interval of several weeks before the appointment of this Board, and because of the fact that it was found impossible to organize an investigating force prior to the 1st of September, employers of home workers felt it their right to give out work to persons holding licenses previously issued by the State Board of Health, or without licenses at all, at least until such time as the Commonwealth should provide means for granting proper licenses to their workers. Thus the new Board started its work on this problem with an accumulation of unlicensed workers and a long waiting list of those desiring inspection.

The problem was attacked first through the applications that came in, and by searching out the various establishments employing home workers. As an instance of constructive effort in finding new fields of home workers, the city of Haverhill may be cited. The State Board of Health report gave no intimation of licenses having been granted there, and from private organizations which had been carrying on investigations information was received that very little home work was performed in that place.

One of the investigators of this Board was sent to make a survey of the city, and, in studying the shoe industry, it was found that the making of ornaments for shoes was largely carried on in the homes. To make the survey as complete as possible, various persons and organizations were consulted, as follows: Board of Trade, Haverhill Shoe Manufacturing Association, "Haverhill Herald," "Haverhill Gazette," Board of Health, Business Agent of Boot and Shoe Workers' Union, school authorities, relief organizations, nursing association.

¹ First Annual Report of the State Board of Labor and Industries, 1913, pp. 13-18. Boston. 1914.

All were interested and co-operative, and publicity in the newspapers was of great help in acquainting the people with the law. Twenty-two employers in that city have already sent in lists of their home workers, many more have asked for information, and 1,000 applications for licenses in Haverhill alone have been registered up to the date of this report.

This same method is being followed in Worcester, where we have had the benefit of the investigations of the child labor committee, the officials of which were most generous with information and help. Springfield and the surrounding towns have also been visited and canvassed in the same manner.

It has been most gratifying to find that our endeavors are meeting with co-operation, as is evidenced by the fact that 100 employers are sending to us each month lists of their home workers, without compelling us in any case to resort to prosecution under the provisions of sections 106 to 111 of chapter 514 of the Acts of 1909.

Statistical Report.

Total number of visits made from Sept. 1, 1913, to Jan. 1, 1914,	4,690
Total number of licenses granted,	2,834
Licenses refused,	154
Licenses revoked,	55
Not found and not in,	1,544
Reinspected,	94
Not desiring work,	165

2. NEW YORK.¹

On October 1, 1913, there were outstanding 11,183 licenses in the greater city.

Ten inspectors were detailed to this Division² during the year, and . . . their labors combined produced visitations to 17,023 different tenements and other buildings affected by the law, and in every section of the greater city, as follows: 10,985 licensed tenement houses, 325 licensed rear shop buildings, 1,959 buildings for which requests had been filed for new licenses, 284 revisits to buildings where licenses had been denied, 2,601 observation visits to buildings suspected of violating the law (this was very largely due to patrol work in congested sections) and 869 licensed buildings against which sanitary orders had been issued as result of regular inspections.

These figures of compliance visits take no account of revisits for the same purpose, nor of hundreds of other revisits made to enforce orders

¹ Thirteenth Annual Report of the Commissioner of Labor of the State of New York, for the 12 months ended September 30, 1913, pp. 49-52. Albany. 1914.

² Division of Homework Inspection in the State Bureau of Factory Inspection.

promptly. I canceled 1,587 licenses during the year, while 198 were revoked for sanitary causes, as required by law. There were 77 applications canceled for various reasons. A total of 162 children under 16 years of age were reported at work in the home, 111 of which number attended school. The balance, who attended no school, were nearly all new arrivals in this country. These children were found at work after school hours, or on days when the schools were not in session. All children reported as not attending school were promptly referred to the Board of Education to be attended to under the Compulsory Education Law, as no power was vested in this Division to treat otherwise. There were 447 persons found illegally employed in living rooms by the tenant worker therein. All such violations were promptly dealt with by having the outside hands discharged or the work stopped by tagging. In all cases where the tenant employer hesitated or refused to comply, the application of the tenement tag had the desired effect. A total of 856 persons, not members of the family, were found employed by custom dressmakers. This employment was legal, for it was consistent with the provisions contained in section 100, relating to work of this class done on the ground floor or second floor of tenement houses. Very largely as the result of patrolling in certain sections of the city where work is congested, 1,837 owners or agents were served with notice under section 105 for work being done in un-licensed houses. Quite a good many owners will not allow tenants to do work of a public character in their apartments if they know it, and in consequence of our notice the offending tenant is often ordered to cease work or move. I caused investigation to be made of 500 houses where work had ceased or licenses were removed, and in only 17 of this number was work found going on which came under the law. I consider this a very remarkable showing on this point. There were 26 cases of disease reported by the inspectors, and only four of such cases were found in living rooms where work was also reported. The tenement tag was used in 228 cases, while in 36 of these cases the inspector also seized the goods tagged as provided in section 102. The tag is a most effective argument to use in obstinate cases, as it leaves the offender no choice but to clean or remain idle. Its use also has the merit of arousing the anger of the worker, very often to the fighting pitch. It is a common act of the inspectors to call in a policeman or a second inspector when he has a case where the work must be stopped by the use of the tenement tag. Two of the inspectors were severely assaulted this past season. In one case a father and son fell upon the inspector and beat him, notwithstanding the fact that a second inspector was present. These parties

were arrested and received a thirty-day jail sentence for their act. In the second case, the assault was by a woman sympathizer, on a woman inspector, who had seized some coats in a very dirty house and was removing them to the express office. The assault was made on the street, and the inspector was so badly injured that she was incapacitated for work for nearly three months, having been cut and scratched by the assailant from which blood poisoning set in. During all this time she was under medical treatment. I make mention of these cases here to indicate some of the difficulties the inspector has to contend with in his efforts to enforce the law.

The strike of the ready-made clothing workers caused considerable slackness in home work during its continuance. As soon as a settlement was reached there was a rush by employing contractors to make up for the time lost by the strike, and work was sent out to tenement houses wherever a worker could be obtained, without any regard for law or license. As a result of this condition, the inspectors were kept very busy for months, but by a liberal use of both the tag and the courts, a check was placed on the contractors, and a more normal condition made to prevail. Altogether 74 employers were haled to court on the complaint of the inspectors for placing out their work unlawfully. The total of all persons found at work in *living apartments* this year is 16,714, against 16,303 reported last year. The number of stores and other shops found in tenement houses was 1,134, with 3,266 workers, including the proprietors, against 1,500 shops and 4,140 workers last year. These comparisons show that the total of all workers varies but little. This fact will be further emphasized if the comparisons be extended to the past four years. I removed licenses from a total of 1,785 buildings, and 1,728 new licenses were granted. These figures do not mean the stopping of the work of so many old tenement workers and admitting a new flock in their places; it is merely indicative of the moving about of the people engaged in this class of labor. This condition is constant.

Out of a total of 20,083 workers found in licensed buildings of all sorts, the numbers at work on different classes of goods were 7,530 on custom-made clothing; 8,417 on ready-made clothing; 1,747 on artificial flowers; 1,015 on feathers, and 1,374 on other articles. These workers were distributed by races as follows: Italians, 10,753; Jews, 6,544; Germans, 1,127; Americans, 666, with the remainder scattered among 28 other nationalities with but small numbers in any one.

The general conditions are as satisfactory as can be expected, and I might add, as good as the weather and the Street Cleaning Department

will permit in the so-called congested (neglected) sections of the city. The bulk of inspection work is done between October and May of each year, when the housing conditions are at their very worst, yet we do not find any real intolerable conditions or abuses. We find, as we always will find, the poor, who have no time for anything but to struggle for existence, the untidy who must be forced to observe even ordinary cleanly conditions, and congestion of families crowded into single apartments in twos and threes by reason of high rents. There seems to be no cure for these conditions, but rather a tendency to constantly increasing them.

We find no real antagonism to the enforcement of the law from any source, except in an isolated case here and there. Employers, especially the manufacturers, lend willing co-operation to the advice or suggestions of the officers of the Department.

(Signed) DANIEL O'LEARY,
Chief of Homework Division.

TABLE A. — *Statement of Licenses for Entire Period of Amended Law (October 1, 1904 to September 30, 1913.)*

CLASSIFICATION.	New York State	New York City	Remainder of State
Applications received,	21,117	20,223	794
Applications granted,	19,291	18,519	772
Applications refused,	236	214	22
Applications canceled,	1,579	1,579	-
Applications pending,	11	11	-
Licenses canceled at request of applicants,	7,011	6,839	172
Licenses revoked for unlawful conditions,	497	497	-
Total number of licensed premises, September 30, 1913,	11,783	11,183	600

TABLE B. — *Record of Licenses for 1913 and 1912.*

CLASSIFICATION.	1913			1912
	New York State	New York City	Remainder Of State	New York State
Total Applications.	2,969	1,965	104	1,944
Applications pending October 1, 1912,	27	27	-	6
Applications received during year,	2,042	1,938	104	1,938
<i>On first investigation:</i>	<i>1,089</i>	<i>1,965</i>	<i>104</i>	<i>1,944</i>
Applications granted,	1,809	1,524	85	1,746
Applications refused,	408	389	19	136
Applications canceled,	41	41	-	35
Applications pending,	11	11	-	27
<i>On reinvestigation of applications previously refused:</i>	<i>301</i>	<i>284</i>	<i>17</i>	<i>117</i>
Applications granted,	205	194	11	91
Applications refused again,	60	54	6	19
Applications canceled,	36	36	-	7
Licenses canceled at request of licensee,	1,628	1,587	41	3,480
Licenses revoked for unlawful conditions,	198	198	-	226

3. UNITED KINGDOM.¹

The Home Work Orders are being satisfactorily enforced. This subject is dealt with at greatest length by the Lady Inspectors, and the industries which came under special observation were:— cosaques and Christmas stockings, shrimp shelling and potting, machine-made lace, and file-cutting, but machine-made lace called for special attention, and Miss Anderson herself made some personal study of the conditions prevailing (*see* Particulars) and reports fully thereon. Miss Martindale visited outworkers employed in file-cutting. She found the women had all been employed previous to marriage in the factories, and were, with few exceptions, aware of the dangers and of the advisability of not carrying on the work in the kitchen and living-rooms. She does not think this is a trade likely to increase as regards home work, as files are now being cut by machinery. Miss Ahrons reports on cosaques.

¹ Annual Report of the Chief Inspector of Factories and Workshops for the Year 1912. London. 1912. Pages xxvi, 247.

TABLE C. — *Outwork. (United Kingdom).*

NATURE OF WORK.	Em- ployers	Out- workers	Notices Served as to Keep- ing or Sending Lists	PROSECUTIONS		OUTWORK IN UNWHOLESOME PREMISES			OUTWORK IN INFECTED PREMISES		
				Falling to Keep or Permit Inspection of List	Falling to Send List	Instances	Notices Served	Prosecu- tions	Instances	Orders Made	Prosecu- tions
All Industries.	12,111	163,968	8,378	19	86	2,478	2,009	-	708	232	1
<i>Wearing apparel:</i>											
(1) Making, etc.,	10,272	84,384	7,893	10	53	2,219	1,871	-	708	231	1
(2) Cleaning and washing,	116	248	57	-	-	14	9	-	11	1	-
Household linen,	21	86	-	-	-	-	-	-	-	6	5
Lace, lace curtains and nets,	438	4,459	147	-	-	69	23	-	-	-	-
Curtains and furniture hangings,	21	101	-	-	-	2	2	-	-	-	-
Furniture and upholstery,	214	1,083	81	-	2	9	9	-	1	-	-
Electro-plate,	103	96	4	-	20	-	-	-	-	-	-
File making,	55	1,572	1	-	10	-	-	-	-	-	-
Brass and brass articles,	-	-	-	-	-	-	-	-	-	-	-
Fur pulling,	37	154	-	-	-	7	7	-	-	-	-
Cables and chains,	53	1,233	5	-	-	5	5	-	-	-	-
Anchors and grapnels,	-	-	-	-	-	-	-	-	-	-	-
Cart gear,	8	147	1	-	-	-	-	-	-	-	-
Locks, latches and keys,	41	225	28	-	-	-	-	-	-	-	-
Umbrellas, etc.,	97	633	15	-	1	9	9	-	-	-	-
Artificial flowers,	50	665	30	-	-	25	25	-	2	-	-
Nets, other than wire nets,	39	1,780	7	-	-	3	3	-	-	-	-
Tents,	6	15	-	-	-	-	-	-	-	-	-
Sacks,	57	779	10	-	-	7	7	-	2	1	-
Racquet and tennis balls,	8	642	-	-	-	10	10	-	-	-	-
Paper bags and boxes,	219	2,643	60	-	-	79	70	-	10	4	-
Brush making,	91	1,243	46	-	-	11	10	-	4	-	-
Pea picking,	18	377	19	-	-	7	-	-	9	-	-
Feather sorting,	4	9	2	-	-	1	1	-	10	10	-
Carding, etc., of buttons, etc.,	49	1,236	3	-	-	1	-	-	5	-	-
Stuffed toys,	7	104	2	-	-	2	-	-	-	-	-
Basket making,	9	33	3	-	-	-	-	-	-	-	-

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APPENDIX D.

SPECIMEN FORMS OF INQUIRY.

CIRCULAR LETTER AND SCHEDULE SENT TO MANUFACTURERS.



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

DEAR SIR:

This Bureau is engaged in a study of Home Work in the Industries of Massachusetts, and would greatly appreciate your co-operation in furnishing us with information asked for on the enclosed form.

Permit me to assure you that any information you may be willing to furnish will be used solely for *statistical* purposes and *will not be published under your name.*

Assuring you of our appreciation of your courtesy in this matter, I am

Respectfully yours,

CHARLES F. GETTEMY,
Director.

HOME WORK.

Definition: By Home Work in this instance is meant any kind of manufacturing or work done for a manufacturer, merchant, or his agent, by persons not working on the premises.

1. Industry
(Refers to the general character of the work performed by the establishment; for example, boots and shoes.)
2. Product
(Refers to the particular output; for example, women's shoes.)
3. Describe the kind of work done off the premises. If no work of any description is given out by any department, write "NONE" and return this schedule in the enclosed stamped envelope in order that further correspondence may be rendered unnecessary.
.....
.....
.....
4. Is the work distributed by agents or contractors or directly from the establishment?.....
5. Average number of home workers employed during the busy season.....
6. What was the total amount of wages paid to home workers during the last financial year of your establishment? \$.....for year ending.....191 .
7. If Home Work was given out in former years, but is now abandoned, kindly state when it was given up.....19....and why?.....
- Date.....191 .

HOME WORKER'S SCHEDULE.

The Commonwealth of Massachusetts
BUREAU OF STATISTICS
Labor Division

1	(a) Industry.....	(b) Product.....	File No. W.....
2.	Birthplace: (a) Worker.....	(b) Father.....	(c) Mother.....
3.	Sex.....	4. Age.....	5. Conjugal condition.....
		6. Adrift.....	7. Previous occupation.....
			8. Health.....
9.	Firm giving out home work (File No.).....	10. Middleman (File No.).....	
11.	Kind of work.....	12. Method of securing work.....	
13.	Rate of work.....	14. Rate of pay.....	15. Premium.....
16.	Earnings: (a) Weekly.....	(b) Annual.....	17. Earnings of group: (a) Weekly.....
			(b) Annual.....
18.	Charges: (a) Equipment.....	(b) Materials.....	(c) Transportation.....
			(d) Other.....
19.	Hours of home work.....	20. Years at home work.....	21. How learned.....
22.	Busy season.....	23. (a) Months idle in last 12.....	(b) Cause of idleness.....
24.	(a) Other home work in last 12 months.....		(b) Months.....
25.	Work outside home, or school attendance: (a) Kind.....	(b) Hours.....	(c) Wages.....
			(d) Months idle in last 12.....
26.	Total income of family from specified sources (including aid).....		
27.	Dependents, children or other.....	28. Savings, insurance, etc.....	
29.	Rent.....	30. No. of rooms.....	31. Total residents.....
			32. Total resident workers.....
33.	Workroom: (a) Room used for home work.....	(b) Dimensions.....	(c) No. at home work.....
	(d) Lighting.....	(e) Ventilation.....	(f) Temperature.....
			(g) Cleanliness.....
34.			34. License.....
35.	Comments on industry.....		Date.....
		Special Agent.....	

The Commonwealth of Massachusetts
BUREAU OF STATISTICS
Labor Division

MANUFACTURER'S SCHEDULE.

1. (a) Industry.....	(b) Product.....	File No. M.....
(c) Kind of work.....	(d) Grade.....	(e) Amount.....
2. Years in business.....		
3. Seasons: (a) Busy.....	(b) Dull.....	
4. Factory seasons: (a) Busy.....	(b) Dull.....	
5. Method of distributing work.....	6. Charges.....	
7. (a) Rate of pay.....	(b) Retail price.....	
8. Contract with middleman.....		
9. Number of workers by months: J.....F.....M.....A.....M.....J.....J.....A.....S.....O.....N.....D.....		
10. Nationality of.....		
11. How procured.....	12. How trained.....	
13. (a) System first used.....	(b) Increasing.....	
(c) Reasons.....		
14. Comments.....		
15. License.....	Date.....	Special Agent.....

The Commonwealth of Massachusetts
BUREAU OF STATISTICS
Labor Division

HOME WORK CONTRACTOR'S SCHEDULE.

1. (a) Industry.....	(b) Product.....	File No. C.....
2. Years in business.....		
3. Other occupations.....	4. Designs furnished by.....	
5. Seasons: (a) Busy.....	(b) Dull.....	
6. Amount of home work: Reasons for		
Increase.....		
Decrease.....		
7. Pay: (a) Present rate.....	(b) Reasons for Fall.....	Rise.....
(c) Deductions or premiums.....		
8. Distribution: (a) To contractor.....	(b) To worker.....	(c) Charges.....
9. Workers: (a) Number.....	(b) Locality.....	(c) Nationality.....
(d) Economic status.....	(c) How secured.....	(f) How trained.....
(a) Supply.....	(h) Shift.....	(i) License.....
10. (a) Manufacturer.....	(b) Kind of work.....	(c) Amount.....
(d) Retail price.....	(e) Terms of contract.....	(f) Piece rate to home worker.....
.....		
.....		
.....		
11. Comments on industry.....		Date.....
	Special Agent.....	

WAGE CARD.

The Commonwealth of Massachusetts
BUREAU OF STATISTICS
Labor Division

NAME OF HOME WORKER ON PAY-ROLL												ADDRESS												File No. M.	W.	
JAN			FEB			MAR			APR			MAY			JUNE											
W	A	C	W	A	C	W	A	C	W	A	C	W	A	C	W	A	C									
1.																										
2.																										
3.																										
4.																										
5.																										

JULY			AUG			SEPT			OCT			NOV			DEC		
W	A	C	W	A	C	W	A	C	W	A	C	W	A	C	W	A	C
1.																	
2.																	
3.																	
4.																	
5.																	

Total annual earnings.....Actual average.....Average.....

The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

LABOR BULLETIN No. 102

(Being Part VI of the Annual Report on the Statistics of Labor for 1914)

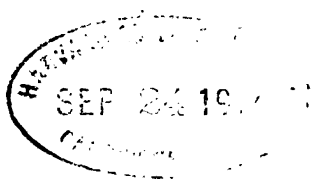
ACTION AFFECTING LABOR DURING THE LEGISLATIVE SESSION OF 1914

**Index of the New Statutes, Final Disposition of Bills
Introduced, Opinions of the Attorney-General
on Pending Legislation, and Recom-
mendations of the Governor**



JULY 21, 1914

**BOSTON
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STATE PRINTERS
1914**



ACTION AFFECTING LABOR DURING THE LEGISLATIVE SESSION OF 1914.

INTRODUCTORY.

This Bulletin contains a classified list of the 95 laws affecting labor passed by the Legislature of Massachusetts during the session of 1914, an index of all bills affecting labor introduced at the session, showing the action taken on each, recommendations and messages of the Governor concerning labor, and opinions of the Attorney-General on pending legislation.

Presentations of indices and opinions similar to those published herein have in previous years been published in conjunction with the text of the laws passed at the preceding session, but, since a compilation of all the labor laws of the Commonwealth is now in preparation, the index and opinions for 1914 are issued separately for the sake of earlier publication.

A syllabus of the matter presented in this bulletin follows:

	PAGES
I. Classified list of labor laws of 1914,	4-8
II. Index of bills introduced during the session of 1914,	9-45
III. Opinions of the attorney-general on pending legislation,	46-58
IV. Recommendations concerning labor in the inaugural message of Governor Walsh, 1914,	59-63

It will be observed that the index of labor bills acted upon during the session of 1914 occupies the greater portion of this bulletin. Approximately 500 bills directly and indirectly affecting labor (out of about 3,400 bills of all kinds) were considered during the session, and, while many of these bills were proposed as amendments of laws of previous years, or were, in a measure, duplicated by other bills of the session, their mere number indicates the widespread interest now being manifested in legislation affecting the interest and well-being of the wage-earners in this State. Furthermore, the attention given by the Legislature to measures of this character is evidenced by the large number of new and amending labor laws (95 in all) passed during the session.

I.

CLASSIFIED LIST OF LABOR LAWS OF 1914.

In the following classification of the year's laws are shown in the first column the general classes of laws, in the second the main subjects treated in the laws, and in the third the chapter numbers. (R. indicates resolves.)

CLASSIFICATION.	SUBJECTS TREATED.	CHAPTERS.
ADMINISTRATION OF LABOR LAWS,	Providing for compilation of laws relating to labor,	36R
	Posting information in industrial establishments,	263
	Qualifications of inspectors of masonry construction employed by the Commonwealth, or by counties, cities and towns,	540
	Annual report of the State board of labor and industries,	533
	Annual report of the industrial accident board,	656

Safety.

SAFETY AND SANITATION,	Extending time within which the commission to investigate the regulations in force relative to building construction, alterations, and maintenance is required to report,	15R
	Extending time within which the board of elevator regulations is required to report,	8R
	Amendment to the building law of the city of Boston,	205, 595, 782
	Prohibiting the locking of doors of buildings in which operatives are employed,	566
	Fire escapes over public streets in city of Worcester,	234
	Construction and inspection of tanks containing compressed air used in operating pneumatic machinery,	127, 649
	Safety valves on ammonia compressors,	467
	Operation of the cinematograph,	791
	Fire prevention in the metropolitan district,	795

Sanitation.

	Sanitary conditions in industrial establishments,	328
	Medical and surgical chests in factories and machine shops,	557
	Prohibiting defacement of toilet appliances in industrial establishments,	164
	Toilet facilities in industrial establishments,	726

CLASSIFICATION.	SUBJECTS TREATED.	CHAPTERS.
INDUSTRIAL INJURIES AND COMPENSATION.	Amendments to workmen's compensation act,	708
	Compensation for industrial injuries received by laborers employed by Boston transit commission,	636
	Authorizing certain towns to submit to voters an act providing compensation for industrial injuries of public employees,	618
	<i>Ibid.</i> — City of Brockton,	142
	<i>Ibid.</i> — City of Chicopee,	278
	<i>Ibid.</i> — Town of Swampscott,	603
	Massachusetts employees' insurance association,	338
	Proof of contributory negligence in actions for the recovery of damages for injuries,	553
	Payment of loss under contracts for casualty insurance,	464
	Providing for the appointment of a commission to consider and report upon the questions of monopoly and rates in workmen's compensation and other insurance,	160R
	Corporations engaged in the manufacture of gas or electricity to report accidents to employees to board of gas and electric light commissioners,	(§164), 742
CHILD LABOR,	Issuance of employment certificates to children,	580
	Prohibiting charging of fees for certificates relating to minors,	316
	Public evening schools,	590
	Annual returns of school statistics,	443
	Providing for codification of public education laws,	46R
WOMAN LABOR,	Amendment to minimum wage act,	368
	Moving boxes and other receptacles in mills and workshope,	241
	Authorizing appointment of women as special police officers,	510
<i>Public Employees.</i>		
HOURS OF LABOR,	Saturday half-holiday for laborers, workmen, and mechanics employed by or on behalf of the Commonwealth,	688
	Half-holiday for laborers and mechanics of metropolitan water and sewerage board and metropolitan park commission,	455
	Vacations of municipal laborers,	217
	Hours of certain county employees,	623
	Providing for submission to voters of city of Chicopee an act relative to eight-hour day for municipal employees,	277

CLASSIFICATION.	SUBJECTS TREATED.	CHAPTERS.
HOURS OF LABOR — <i>Con.</i> , .	<i>Ibid.</i> — City of Fitchburg,	552
	<i>Ibid.</i> — Town of Swampscott,	603
	One day off in every 15 days for park and reservation police and watchmen in city of Fall River,	731
	<i>Railroad Employees.</i>	
	Days of rest for certain employees,	723
	Hours of certain employees in and about railroad stations,	746
	<i>General.</i>	
WAGES,	Amendment to minimum wage act,	368
	Weekly payment of wages,	247
	<i>Public Employees.</i>	
	Establishment of grades by salaries of clerks and stenographers employed in the departments of the Commonwealth,	605
	Mechanics employed in the construction of public works,	474
	Providing certain increases in wages paid by metropolitan water and sewerage board,	96R
	Laborers employed by prison commission,	458
	Watchmen in State prison and Massachusetts reformatory,	554
	Porters at the State house,	684
	Elevator men at the State house,	667
	Certain women employed by the county of Suffolk,	413
	Stenographers appointed for service in the superior court,	759
LABOR DISPUTES,	Extension of powers of State board of conciliation and arbitration,	681
	Advertisements for persons to take the places of strikers,	347
	Making lawful certain agreements between employees and laborers and limiting the issuing of injunctions in certain cases,	778
PUBLIC WORK AND PUBLIC CONTRACTS.	Extension of provisions of civil service laws,	486
	Promotion of laborers and mechanics in the public service,	479
	Preference to citizens,	600
	Appointment of lamplighters to positions in the labor service of departments of city of Boston,	440
PRISON LABOR,	Employment of prisoners in reclaiming and cultivating land,	180
	Receipts from the labor of prisoners,	669

CLASSIFICATION.	SUBJECTS TREATED.	CHAPTERS.
LICENSING OF TRADES,	Operation of boilers in apartment houses,	451
	Supervision of plumbing,	287
	Cinematograph operators,	196, 791
IMMIGRATION,	Distribution of the report of the commission on immigration,	39R
	Extending time within which the commission on immigration is required to report,	3R
INDUSTRIAL EDUCATION,	Training teachers for State-aided vocational and continuation schools,	174, 391
	Powers and duties of trustees of independent agricultural school of Essex county,	227
	Trustees of independent agricultural school of Essex county may establish a household arts school,	719
	Acceptance of grants of money authorized by Congress for the more complete endowment and support of colleges for the benefit of agriculture,	721
<i>Public Employees.</i>		
PENSIONS AND RETIREMENT SYSTEMS.	Amendment to State employees' retirement act,	419, 568
	Funds and annuities in the State employees' retirement association,	582
	Distribution of report of the commission on pensions,	54R
	Certain teachers in Boston public schools may become members of State teachers' retirement association,	494
	Pensions for laborers employed in fire and water districts,	352
	Retirement of laborers of city of Boston who were formerly in the service of the town of Hyde Park,	536
	Retirement of laborers of city of Boston for injury, physical incompetency, old age, or infirmity,	765
	Certain officers and operators employed in fire department of city of Boston to be eligible for pensions,	519
	Pensions for matrons employed by the city of Holyoke in police stations,	748
	Extending time within which the commission appointed to devise a system of pensions is required to report,	5R
<i>Old-Age Pensions.</i>		
	Providing for securing in connection with the decennial census certain information relative to aged and dependent persons,	120R

CLASSIFICATION.	SUBJECTS TREATED.	CHAPTERS.
HOMESTEADS,	Authorizing establishment of planning boards by towns having a population of less than 10,000,	283
	Reclamation of wet lands,	596
	Providing for a commission to report uniform methods and procedure for taking land for public purposes,	100R
MECHANICS' LIENS,	Providing for the appointment of a commis- sion to recommend changes in the laws rela- tive to liens, etc.,	121R
MISCELLANEOUS,	Rural credits and credit unions,	437
	Investigation of conspiracies to raise the prices of food,	92R
	Unification of mortality claims of the savings and insurance banks,	246
	Operation of motor vehicles on the Lord's day, Employees' stock in gas and electric light cor- porations, (§§ 32-34), 742	757
	Support of free beds in hospitals for employees, by gas and electric light corporations, . . (§ 60), 742	

II.

INDEX OF BILLS AFFECTING LABOR INTRODUCED DURING THE LEGISLATIVE SESSION OF 1914.

The bills affecting labor introduced in the Legislature during the session of 1914 are arranged in numerical order and have been classified under the following headings:

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The following abbreviations have been used in this index: S. for Senate, H. for House, Com. for Committee.

1. ADMINISTRATION OF LABOR LAWS.

A. STATE BOARD OF LABOR AND INDUSTRIES. .

SENATE 481. Resolve to provide for compiling the laws of the Commonwealth relating to labor. Reported by Social Welfare Com. on H. 2126, in part, (report of the special recess committee appointed by the House in 1913 to investigate the conditions under which women and children labor in the various industries). See Chapter 36 (Resolves).

SENATE 572. Relative to the appointment of inspectors and assistant inspectors in the employ of the State board of labor and industries. H. referred to next Legislature.

HOUSE 382. Resolve to provide for a codification of the labor laws of the Commonwealth. Labor Com. reported new draft, H. 2193.

HOUSE 442. To increase the number of inspectors under the State board of labor and industries. Public Service Com. reported leave to withdraw.

HOUSE 1474. To increase the number of State free employment offices and to transfer their control to the State board of labor and industries. Legal Affairs Com. reported leave to withdraw.

HOUSE 1618. Relative to the annual report of the State board of labor and industries. Labor Com. reported new draft, H. 2283.

HOUSE 1736. To provide for the posting of information in industrial establishments. Based on H. 1731 (recommendations of the State board of labor and industries). *See Chapter 263.*

HOUSE 1795. To give control of free and private employment offices to the State board of labor and industries. Legal Affairs Com. reported favorably; referred to Ways and Means Com. which reported reference to next Legislature; report negatived; Com. on Bills in Third Reading substituted H. 2694 in amendment.

HOUSE 2193. Resolve to provide for a codification and revision of the laws of the Commonwealth relating to labor. New draft of H. 382 reported by Labor Com.; referred to Ways and Means H. Com. which reported ought to pass; passed by H.; amended and passed by S.; rejected by H. as amended.

HOUSE 2283. Relative to the annual report of the State board of labor and industries. New draft of H. 1618 reported by Labor Com.; referred to Ways and Means H. Com. which reported ought to pass. *See Chapter 533.*

HOUSE 2621. To require the registering of buildings used as factories, workshops or mercantile or mechanical establishments. Reported by Social Welfare Com. on H. 2126, in part, (report of the special committee appointed by the House of 1913 to investigate the conditions under which women and children labor in the various industries and occupations); referred to Ways and Means H. Com. which reported ought to pass; rejected by H.

HOUSE 2694. To give control of free and private employment offices to the State board of labor and industries. Substituted by Com. on Bills in Third Reading in amendment of H. 1795; passed by H.; S. referred to next Legislature.

HOUSE 2780. Resolve to provide for an investigation of the problem of unemployment. S. referred to next Legislature.

B. INDUSTRIAL ACCIDENT BOARD.

SENATE 115. To provide for the establishment of branch offices of the industrial accident board. Joint Judiciary Com. reported H. 2524. *See S. 114 under Industrial Injuries and Compensation.*

SENATE 168. To extend the territorial jurisdiction of the industrial accident board under the provisions of the workmen's compensation act. Joint Judiciary Com. reported H. 2524. *See S. 114 under Industrial Injuries and Compensation.*

SENATE 214. To establish the salary of the secretary of the industrial accident board. Public Service Com. reported reference to next Legislature.

SENATE 548. Relative to the annual report of the industrial accident board. *See Chapter 656.*

HOUSE 815. To extend the powers of the industrial accident board. Joint Judiciary Com. reported H. 2524. *See S. 114 under Industrial Injuries and Compensation.*

HOUSE 1678. To increase the number of inspectors under the industrial accident board. Public Service Com. reported leave to withdraw.

HOUSE 2524. To amend the law relative to payments to employees for personal injuries received in the course of their employment and to the prevention of such injuries. Reported by Joint Judiciary Com. on S. 1 (so much of Governor's address as relates to the workmen's compensation act), S. 114, S. 115, S. 166, S. 167, S. 168, S. 169, S. 170, S. 171, S. 323, H. 212, H. 213, H. 215, H. 645, H. 646, H. 647, H. 815, H. 825, H. 826, H. 832, H. 988, H. 989, H. 990, H. 1134, H. 1138, H. 1455, H. 1456, H. 1603, H. 1783, H. 1786 and H. 1787; referred to Ways and Means Com. which reported ought to pass, with an amendment; H. amended by substituting H. 2682. (*See under Industrial Injuries on p. 18.*)

HOUSE 2682. To amend the law relative to payments to employees for personal injuries received in the course of their employment and to the prevention of such injuries. Substituted by H. in amendment of H. 2524. *See Chapter 708.*

C. DISTRICT POLICE — BUILDING INSPECTION DEPARTMENT.

HOUSE 101. To provide for the appointment of additional building inspectors for the building inspection department of the district police. Based on H. 96 (recommendations of the chief of the district police). Public Service Com. reported no legislation necessary.

HOUSE 402. Relative to the qualifications of inspectors of masonry construction employed by the Commonwealth or by counties. Mercantile Affairs Com. reported H. 402, changed; amended by H., and passed; amended by S. *See Chapter 540.*

HOUSE 403. To authorize the appointment of inspectors of masonry construction for the building inspection department of the district police. Mercantile Affairs Com. reported reference to next Legislature.

HOUSE 404. Relative to the qualifications of inspectors of masonry construction employed by cities and towns. Mercantile Affairs Com. reported leave to withdraw.

D. BUREAU OF STATISTICS.

SENATE 229. Resolve to provide for an investigation and a report by the commission on pensions relative to old age pensions. Social Welfare Com. reported H. 2661.

HOUSE 393. To extend the provisions for free State employment offices. Legal Affairs Com. reported leave to withdraw.

HOUSE 517. To provide for the establishment of a free State employment bureau in the city of Lynn. Legal Affairs Com. reported favorably; referred to Ways and Means Com. which reported ought not to pass; H. referred to next Legislature.

HOUSE 1156. Relative to free employment offices. Legal Affairs Com. reported leave to withdraw.

HOUSE 1474. To increase the number of State free employment offices and to transfer their control to the State board of labor and industries. Legal Affairs Com. reported leave to withdraw.

HOUSE 1795. To give control of free and private employment offices to the State board of labor and industries. Legal Affairs Com. reported favorably; referred to Ways and Means Com. which reported reference to next Legislature; report negatived; Com. on Bills in Third Reading substituted H. 2694 in amendment.

HOUSE 2661. Resolve to provide for securing in connection with the decennial census certain information relative to aged and dependent persons. Reported by Social Welfare Com. on S. 229. *See Chapter 120 (Resolves).*

HOUSE 2694. To give control of free and private employment offices to the State board of labor and industries. Substituted by Com. on Bills in Third Reading in amendment of H. 1795; passed by H.; S. referred to next Legislature.

E. STATE BOARD OF CONCILIATION AND ARBITRATION.

HOUSE 385. Relative to the investigation of industrial difficulties by the State board of conciliation and arbitration. Labor Com. reported H. 2534 on this bill and on H. 836.

HOUSE 836. To provide for the appointment of special boards to investigate industrial disputes. Labor Com. reported H. 2534 on this bill and on H. 385.

HOUSE 2030. To amend the law relative to the attendance of witnesses before the board of conciliation and arbitration. Joint Judiciary Com. reported leave to withdraw.

HOUSE 2534. To extend the powers of the State board of conciliation and arbitration relative to labor disputes. Reported by Labor Com. on S. 1 (Governor's address as relates to the investigation of labor disputes), on H. 385 and H. 836; referred to Ways and Means Com. which reported ought to pass; amended by S. *See Chapter 681.*

F. MINIMUM WAGE COMMISSION.

HOUSE 74. Relative to the determination of minimum wages for women and minors. Based on H. 73 (recommendations of the minimum wage commission). Social Welfare Com. reported H. 2366.

HOUSE 2087. Resolve to provide for printing additional copies of the annual report of the minimum wage commission. Joint Ways and Means Com. reported leave to withdraw.

HOUSE 2366. Relative to the determination of minimum wages for women and minors. Reported by Social Welfare Com. on H. 74. *See Chapter 368.*

G. STATE BOARD OF IMMIGRATION.

HOUSE 2665. To provide for the appointment of a State board of immigration and to define its duties. Reported by Social Welfare Com. on H. 2300 (report of the commission on immigration); referred to Ways and Means Com. which reported ought not to pass; H. amended by substituting H. 2745.

HOUSE 2738. To provide for the appointment of a State board of immigration and to define its duties. H. moved to substitute for H. 2665; motion rejected.

HOUSE 2745. To provide for the appointment of a State board of immigration and to define its duties. Substituted by H. in amendment of H. 2665; passed by H.; S. referred to next Legislature.

H. BOARD OF ELEVATOR REGULATIONS.

HOUSE 409. Resolve to extend the time within which the board of elevator regulations is required to report. *See Chapter 8 (Resolves).*

I. LOCAL BUILDING INSPECTORS.

SENATE 310. To transfer the inspection and enforcement of laws and ordinances governing fire protection from the buildings department of the city of Boston to the fire department of said city. Metropolitan Affairs Com. reported leave to withdraw.

HOUSE 1361. To place building commissioners, building inspectors and other like officers under the civil service laws. Public Service Com. reported leave to withdraw; recommitted and reported favorably; H. referred to next Legislature.

J. OTHER.

HOUSE 436. To create a State board of barber examiners and to regulate the business of barbering. Public Health Com. reported favorably; referred to Ways and Means H. Com. which reported ought to pass; amended by both branches. Referred to Conference Com.; Com. made no report.

HOUSE 1823. Relative to the inspection of hand and steam laundries. Public Health Com. reported leave to withdraw.

2. SAFETY AND SANITATION.

A. SAFETY.

(a) *Dangerous Machinery.*

SENATE 302. Relative to the construction and inspection of certain tanks used in operating pneumatic machinery. Mercantile Affairs Com. reported S. 302, changed. *See Chapter 127.*

SENATE 308. To require that every building, wherein there is an elevator used either for freight or passenger carrying, shall be equipped with an elevator-rescue device. Mercantile Affairs Com. reported leave to withdraw on this bill and on H. 410.

SENATE 508. Relative to the construction and inspection of tanks containing compressed air for use in operating pneumatic machinery. Mercantile Affairs Com. reported favorably; referred to Ways and Means H. Com. which reported ought to pass. *See Chapter 649.*

HOUSE 97. Relative to the operation of the cinematograph and to the exhibition of moving pictures. Based on H. 96 (recommendations of the chief of the district police). Mercantile Affairs Com. reported no legislation necessary.

HOUSE 406. To regulate the use of the cinematograph and similar apparatus. Mercantile Affairs Com. reported H. 2481.

HOUSE 409. Resolve to extend the time within which the board of elevator regulations is required to report. *See Chapter 8 (Resolves)*.

HOUSE 410. Relative to the construction of elevators for passengers and freight. Mercantile Affairs Com. reported leave to withdraw on this bill and on S. 308.

HOUSE 833. Relative to safety valves as applied to ammonia compressors. Mercantile Affairs Com. reported H. 2402.

HOUSE 1163. Relative to the ropes, ladders and other apparatus used by painters. Mercantile Affairs Com. reported favorably; referred to Ways and Means Com. which reported ought not to pass; rejected by H.

HOUSE 1823. Relative to the inspection of hand and steam laundries. Public Health Com. reported leave to withdraw.

HOUSE 2402. Relative to safety valves as applied to ammonia compressors. Reported by Mercantile Affairs Com. on H. 833. *See Chapter 467*.

HOUSE 2481. Relative to the operation of the cinematograph and to the exhibition of motion pictures. Reported by Mercantile Affairs Com. on H. 406; referred to Ways and Means H. Com. which reported ought not to pass; rejection negatived; passed by H. and amended by S. *See Chapter 791*.

(b) *Fire Protection.*

SENATE 26. To authorize the city of Worcester to adopt ordinances permitting and regulating the construction and maintenance of fire escapes in or over public streets. Cities Com. reported H. 2238.

SENATE 305. Relative to equipping factories with automatic sprinklers. Labor Com. reported leave to withdraw.

SENATE 306. To provide for the prevention and investigation of fires. Mercantile Affairs Com. reported S. 410.

SENATE 307. Relative to fire drills in factories. Labor Com. reported reference to next Legislature and report accepted by S.; H. first accepted report, then reconsidered, and substituted S. 307 for report; H. substituted H. 2234.

SENATE 310. To transfer the inspection and enforcement of laws and ordinances governing fire protection from the buildings department of the city of Boston to the fire department of said city. Metropolitan Affairs Com. reported leave to withdraw.

SENATE 313. To provide for the better prevention of fires throughout the metropolitan district. Metropolitan Affairs Com. reported H. 2636.

SENATE 410. To provide for the prevention and investigation of fires. Reported by Mercantile Affairs Com. on S. 306; passed by S.; referred to Ways and Means H. Com. which reported ought not to pass; rejected by H.

HOUSE 217. Relative to the holding of fire drills in mercantile establishments, workshops and factories. Labor Com. reported reference to next Legislature.

HOUSE 995. To require certain factory buildings to be equipped with fire-alarm systems. Labor Com. reported leave to withdraw.

HOUSE 1355. To provide for the equipment of buildings with safety gas cocks and similar appliances. Public Lighting Com. reported H. 2640.

HOUSE 1809. To provide for the better prevention of fires in the city of Boston. Metropolitan Affairs Com. reported leave to withdraw.

HOUSE 2234. Relative to fire drills in factories. Substituted by H. for S. 307; passed by H.; rejected by S.

HOUSE 2238. To authorize the city of Worcester to adopt ordinances regulating the construction of fire escapes in or over public streets. Reported by Cities Com. on S. 26. *See Chapter 234.*

HOUSE 2520. To require the posting in buildings of diagrams showing the location of fire escapes. Metropolitan Affairs Com. reported leave to withdraw.

HOUSE 2565. To prohibit the locking of doors of buildings in which operatives are employed. Reported by Social Welfare Com. on H. 2126, in part, (report of the special recess committee appointed by the House of 1913 to investigate the conditions under which women and children labor in the various industries and occupations). *See Chapter 566.*

HOUSE 2636. To provide for the better prevention of fires throughout the metropolitan district. Reported by Metropolitan Affairs Com. on S. 313; referred to Ways and Means Com. which reported reference to next Legislature; report negative by H. *See Chapter 795.*

HOUSE 2640. Relative to shutting off gas from certain buildings in case of accident or fire. Reported by Public Lighting Com. on H. 1355; recommitted by H. and H. 2813 reported.

HOUSE 2760. To provide for the better prevention of fires. H. moved to substitute for H. 2636; motion rejected.

HOUSE 2813. Relative to shutting off gas from certain buildings in case of accident or fire. New draft of H. 2640 reported by Public Lighting Com.; rejected by H.

HOUSE 2814. Resolve to provide for an investigation as to the practicability of equipping buildings with safety valves or other appliances for shutting off gas outside of the building. Moved to substitute in H. in amendment of H. 2813; motion rejected.

(c) *Building Construction.*

HOUSE 414. Resolve to provide for a revision of the building laws of the city of Boston. Metropolitan Affairs Com. reported leave to withdraw.

HOUSE 796. To amend the building law of the city of Boston. Cities Com. reported favorably; amended by H. *See Chapter 595.*

HOUSE 797. To amend the building law of the city of Boston. *See Chapter 205.*

HOUSE 1489. Relative to the construction of buildings in the city of Boston. Metropolitan Affairs Com. reported leave to withdraw.

HOUSE 1642. Relative to the supervision of the business of steam and power plant fitting. Mercantile Affairs Com. reported leave to withdraw.

HOUSE 2142. Resolve to extend the time of the commission to investigate the regulations now in force relative to the construction, alteration and maintenance of buildings. Based on H. 1244 (preliminary report of the special commission appointed under chapter 809 of the acts of 1913, to investigate the various statutes, ordinances, by-laws and regulations in force throughout the Commonwealth relative to the construction, alteration and maintenance of buildings). Reported by Mercantile Affairs Com. *See Chapter 15 (Resolves).*

HOUSE 2673. To amend the building law of the city of Boston. Reported by Metropolitan Affairs Com. on H. 1842 (report of the special committee appointed under chapter 103 of the resolves of the year 1912 to investigate the loss of life and property by fire, the causes of fires, the improvements in means for their prevention and the fire hazard in the metropolitan district); Com. on Bills in Third Reading substituted H. 2758 in amendment.

HOUSE 2758. To amend the building law of the city of Boston. Substituted by Com. on Bills in Third Reading in amendment of H. 2673; amended by H. *See Chapter 782.*

(d) *Railroads.*

SENATE 130. To provide for the proper manning of railroad freight trains by common carriers. Railroads Com. reported reference to next Legislature.

SENATE 225. Relative to the use of intoxicating liquor by certain railroad and street railway employees. Railroads Com. reported leave to withdraw.

B. SANITATION.

HOUSE 435. To restrict the use of common drinking cups. Public Health Com. reported favorably; passed by H.; rejected by S.

HOUSE 686. Relative to the use of towels in public places. Public Health Com. reported leave to withdraw.

HOUSE 720. Relative to the temperature in places where women and minors are employed. Social Welfare Com. reported leave to withdraw.

HOUSE 1296. Relative to the furnishing of lockers in certain factories and workshops. Labor Com. reported leave to withdraw.

HOUSE 1732. To regulate industries carried on in tenement or other houses. Based on H. 1731 (recommendations of the State Board of labor and industries). Social Welfare Com. reported no legislation necessary.

HOUSE 1737. To prevent defacing of toilet appliances in industrial establishments. Based on H. 1731, in part, (recommendations of the State board of labor and industries). Amended by H. *See Chapter 164.*

HOUSE 1738. To provide for sanitary conditions in industrial establishments. Based on H. 1731 (recommendations of the State board of labor and industries). Labor Com. reported new draft, H. 2191.

HOUSE 1824. To prevent the employment in shops, factories, and other like places of persons affected with tuberculosis. Public Health Com. reported reference to next Legislature.

HOUSE 1829. To amend the law relative to bakeries and persons employed therein. Public Health Com. reported leave to withdraw.

HOUSE 2191. To provide for sanitary conditions in industrial establishments. New draft of H. 1738 reported by Labor Com.; amended by S. *See Chapter 328.*

HOUSE 2564. Relative to the maintenance of medical and surgical chests in factories and machine shops. Reported by Social Welfare Com. on H. 2126, in part, (report of the special recess committee appointed by the House of 1913 to investigate the conditions under which women and children labor in the various industries and occupations). *See Chapter 557.*

HOUSE 2621. To require the registering of buildings used as factories, workshops or mercantile or mechanical establishments. Reported by Social Welfare

Com. on H. 2126, in part, (report of the special committee appointed by the House of 1913 to investigate the conditions under which women and children labor in the various industries and occupations); referred to Ways and Means H. Com. which reported ought to pass; rejected by H.

HOUSE 2730. Relative to toilet facilities in industrial establishments. *See Chapter 726.*

3. INDUSTRIAL INJURIES AND COMPENSATION.

SENATE 82. To authorize the industrial accident board to make rules and regulations for compensation to employees for personal injuries received in the course of their employment. Joint Judiciary Com. reported H. 2582 on this bill, on S. 83, H. 481, and H. 1290.

SENATE 83. To authorize the industrial accident board to make rules and regulations for compensation to employees of public service corporations for personal injuries received in the course of their employment. Joint Judiciary Com. reported H. 2582 on this bill, on S. 82, H. 481, and H. 1290.

SENATE 114. To permit an injured employee under the workmen's compensation act to employ his own physician. Joint Judiciary Com. reported H. 2524.

SENATE 115. *See under Industrial Accident Board on p. 11.*

SENATE 129. To consolidate the laws relative to the manufacture, distribution and sale of gas and electricity. Taken from the files of 1913. Public Lighting Com. reported S. 575.

SENATE 164. Relative to the Massachusetts employees' insurance association. Amended by H. *See Chapter 338.*

SENATE 166. Relative to payments under the workmen's compensation act. Joint Judiciary Com. reported H. 2524.

SENATE 167. Relative to workmen's compensation insurance. Joint Judiciary Com. reported H. 2524.

SENATE 168. *See under Industrial Accident Board on p. 11.*

SENATE 169. To provide for the payment of interest in cases of certain appeals from the industrial accident board to the Supreme Judicial Court. Joint Judiciary Com. reported H. 2524.

SENATE 170. To amend the workmen's compensation law in certain cases. Joint Judiciary Com. reported H. 2524.

SENATE 171. To define personal injury under the workmen's compensation act. Joint Judiciary Com. reported H. 2524.

SENATE 172. Relative to inquests in cases of death caused by industrial accidents or through the operation of an automobile. Joint Judiciary Com. reported leave to withdraw.

SENATE 323. To provide for the furnishing to the industrial accident board of certain information by insurers. Joint Judiciary Com. reported H. 2524.

SENATE 336. To provide that the workmen's compensation act, so called, shall apply to laborers employed by the Boston transit commission. Joint Judiciary Com. reported reference to next Legislature; S. substituted S. 567 for this report.

SENATE 557. To authorize certain towns and districts to submit for acceptance to the voters of such towns and districts an act to provide for compensating certain

public employees for injuries sustained in the course of their employment. *See Chapter 618.*

SENATE 567. To provide for compensating laborers employed by the Boston transit commission for injuries received in the course of their employment. Substituted in amendment of report of Joint Judiciary Com. reference to next Legislature on S. 336. *See Chapter 636.*

SENATE 575. To consolidate the laws relative to the manufacture, distribution and sale of gas and electricity. Reported by Public Lighting Com. on S. 129; (notice to amend by S. 587 and S. 599 — no standing); amended by H. *See Chapter 742, § 164.*

SENATE 619. (a) Relative to monopolies and discriminations in insurance. (b) Relative to the insurance of compensation to employees for personal injuries received in the course of their employment. (Recommendations of the Governor.) Joint Judiciary Com. reported H. 2808.

HOUSE 212. Relative to the compensation of employees injured in the course of their employment. Joint Judiciary Com. reported H. 2524.

HOUSE 213. Relative to the beginning of payments under the workmen's compensation act. Joint Judiciary Com. reported H. 2524.

HOUSE 215. Relative to the time during which medical and hospital services shall be furnished under the workmen's compensation act. Joint Judiciary Com. reported H. 2524.

HOUSE 481. To provide additional methods of compensating employees for personal injuries received in the course of their employment. Taken from the files of 1913. Joint Judiciary Com. reported H. 2582 on this bill, on S. 82, S. 83, and H. 1290.

HOUSE 631. Relative to statements made by persons concerned in certain accidents. Joint Judiciary Com. reported leave to withdraw.

HOUSE 645. Relative to compensation for injuries to employees under the workmen's compensation act. Joint Judiciary Com. reported H. 2524.

HOUSE 646. Relative to medical and hospital services under the workmen's compensation act. Joint Judiciary Com. reported H. 2524.

HOUSE 647. Relative to the compensation to be paid to employees for injuries. Joint Judiciary Com. reported H. 2524.

HOUSE 815. *See under Industrial Accident Board on p. 12.*

HOUSE 825. Relative to the time at which compensation under the employees' compensation act shall begin to be paid. Joint Judiciary Com. reported H. 2524.

HOUSE 826. Relative to medical and hospital services under the employees' compensation act. Joint Judiciary Com. reported H. 2524.

HOUSE 832. Relative to payments under the employees' compensation act. Joint Judiciary Com. reported H. 2524.

HOUSE 988. Relative to payment for medical and hospital service for injured employees. Joint Judiciary Com. reported H. 2524.

HOUSE 989. Relative to the compensation to be paid to employees injured in the course of their employment. Joint Judiciary Com. reported H. 2524.

HOUSE 990. To provide for compensating injured employees after the eighth day. Joint Judiciary Com. reported H. 2524.

HOUSE 1123. To regulate the payment of loss under contracts for casualty insurance. *See Chapter 464.*

HOUSE 1134. Relative to compensation for industrial accidents. Joint Judiciary Com. reported H. 2524.

HOUSE 1135. To amend the law relative to the recovery of damages for death caused by the negligence of persons or corporations. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1138. Relative to the compensation of injured employees. Joint Judiciary Com. reported H. 2524.

HOUSE 1264. Relative to the payment of wages to incapacitated employees of the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 1290. To provide additional methods of compensating employees for injuries sustained in the course of their employment. Joint Judiciary Com. reported H. 2582 on this bill, on S. 82, S. 83, and H. 481.

HOUSE 1455. Relative to the amount to be paid under the workmen's compensation act. Joint Judiciary Com. reported H. 2524.

HOUSE 1456. Relative to persons conclusively presumed to be wholly dependent upon a deceased employee under the workmen's compensation act. Joint Judiciary Com. reported H. 2524.

HOUSE 1603. Relative to compensation for injuries in industrial accidents. Joint Judiciary Com. reported H. 2524.

HOUSE 1609. Relative to proof of contributory negligence in actions for the recovery of damages for injuries. Joint Judiciary Com. reported leave to withdraw on this bill and on H. 1950; H. substituted H. 2347, amended, for this report.

HOUSE 1783. To allow employees of subscribers to withdraw acceptance of the employees' compensation act. Joint Judiciary Com. reported H. 2524.

HOUSE 1786. To provide payment for injured employees during the first two weeks after injury. Joint Judiciary Com. reported H. 2524.

HOUSE 1787. To authorize injured employees to elect remedy at the time of injury. Joint Judiciary Com. reported H. 2524.

HOUSE 1916. Relative to the submission to the voters in the city of Brockton of the act for compensation of public employees for injuries sustained by them. *See Chapter 142.*

HOUSE 1943. Relative to payments by insurance companies to persons insured against accident or sickness. Insurance Com. reported leave to withdraw; H. substituted H. 1943 for this report; amended and passed by H.; rejected by S.

HOUSE 1950. Relative to certain actions in tort. Joint Judiciary Com. reported leave to withdraw on this bill and on H. 1609; H. substituted H. 2347, amended, for this report.

HOUSE 2202. To provide for submitting to the voters of the city of Chicopee the act relative to compensating public employees for injuries sustained by them. *See Chapter 278.*

HOUSE 2347. Relative to proof of contributory negligence in actions for the recovery of damages for injuries. Substituted by H. for report of Joint Judiciary Com. leave to withdraw on H. 1609 and H. 1950; amended. *See Chapter 553.*

HOUSE 2522. To provide for the submission of certain acts to the voters of the town of Swampscott. *See Chapter 603.*

HOUSE 2524. To amend the law relative to payments to employees for personal injuries received in the course of their employment and to the prevention of such injuries. Reported by Joint Judiciary Com. on S. 1 (so much of Governor's address as relates to the workmen's compensation act), S. 114, S. 115, S. 166, S. 167, S. 168, S. 169, S. 170, S. 171, S. 323, H. 212, H. 213, H. 215, H. 645, H. 646, H. 647, H. 815, H. 825, H. 826, H. 832, H. 988, H. 989, H. 990, H. 1134, H. 1138, H. 1455, H. 1456, H. 1603, H. 1783, H. 1786, and H. 1787; referred to Ways and Means Com. which reported ought to pass, with an amendment; H. amended by substituting H. 2682.

HOUSE 2582. To provide additional methods of compensating employees for personal injuries received in the course of their employment. Reported by Joint Judiciary Com. on S. 82, S. 83, H. 481, and H. 1290; rejected by H.

HOUSE 2682. To amend the law relative to payments to employees for personal injuries received in the course of their employment and to the prevention of such injuries. Substituted by H. in amendment of H. 2524. *See Chapter 708.*

HOUSE 2808. Resolve to provide for the appointment of a commission to consider and report upon the questions of monopoly and rates in insurance. Reported by Joint Judiciary Com. on S. 619. *See Chapter 160 (Resolves).*

4. CHILD LABOR.

SENATE 58. To regulate the labor of certain minors and to provide for an examination and report by physicians appointed by the State board of labor and industries. Social Welfare Com. reported leave to withdraw on this bill, on S. 118, S. 174, H. 552, H. 1045, H. 1868, H. 2013, and H. 2018.

SENATE 118. Relative to the hours of labor of certain minors. Social Welfare Com. reported leave to withdraw. *See S. 58.*

SENATE 174. Relative to the employment of certain minors. Social Welfare Com. reported leave to withdraw. *See S. 58.*

HOUSE 189. To provide for compulsory school attendance of children between the ages of seven and fifteen years. Education Com. reported leave to withdraw.

HOUSE 328. Resolve to provide for a codification of the laws relating to public education. Based on H. 318 (recommendations of the board of education). Reported by Education Com.; referred to Ways and Means H. Com. which reported new draft, H. 2338.

HOUSE 551. To further regulate the hours of labor of women and of children under eighteen years of age. Social Welfare Com. reported reference to next Legislature.

HOUSE 552. To further regulate the issuing of certificates to children under sixteen years of age. Social Welfare Com. reported leave to withdraw. *See S. 58.*

HOUSE 720. Relative to the temperature in places where women and minors are employed. Social Welfare Com. reported leave to withdraw.

HOUSE 950. Relative to annual returns of school statistics. *See Chapter 443.*

HOUSE 997. To provide that fees shall not be charged for certificates relating to minors. Legal Affairs Com. reported H. 2336.

HOUSE 1045. Relative to the hours of labor of certain minors. Social Welfare Com. reported leave to withdraw. *See S. 58.*

HOUSE 1228. To require lodging house keepers to report applications for lodgings by minors under seventeen years of age. Social Welfare Com. reported leave to withdraw.

HOUSE 1402. Relative to the issuance of employment certificates to children. Education Com. reported leave to withdraw; H. substituted H. 2558 for this report.

HOUSE 1422. Relative to the age for compulsory attendance in the public schools in certain cases. Education Com. reported leave to withdraw.

HOUSE 1733. To provide for meal hours in industrial establishments for women and minors. Based on H. 1731 (recommendations of the State board of labor and industries). Social Welfare Com. reported no legislation necessary.

HOUSE 1756. Relative to the school age of children. Education Com. reported leave to withdraw.

HOUSE 1759. To provide for compulsory school attendance for children between the ages of seven and sixteen years. Education Com. reported leave to withdraw.

HOUSE 1858. Relative to the appearance of children in theatrical performances. Social Welfare Com. reported leave to withdraw.

HOUSE 1868. To raise from fourteen to sixteen the age at which minors may be employed in certain industries. Social Welfare Com. reported leave to withdraw. See S. 58.

HOUSE 2013. Relative to the employment of certain minors. Social Welfare Com. reported leave to withdraw. See S. 58.

HOUSE 2018. Relative to the labor of minors. Social Welfare Com. reported leave to withdraw. See S. 58.

HOUSE 2336. To prohibit the charging of fees for certificates relating to minors. Reported by Legal Affairs Com. on H. 997. See Chapter 316.

HOUSE 2338. Resolve to provide for a codification by the board of education of the laws relating to public education. New draft of H. 328 reported by Ways and Means H. Com. See Chapter 46 (*Resolves*).

HOUSE 2558. Relative to the issuance of employment certificates to children. Substituted by H. for report of Education Com. leave to withdraw on H. 1402. See Chapter 580.

HOUSE 2563. Relative to the maintenance of public evening schools. Reported by Social Welfare Com. on H. 2126, in part, (report of recess committee appointed by the House of 1913 to investigate the conditions under which women and children labor in the various industries and occupations). See Chapter 590.

HOUSE 2568. Relative to the labor of minors between fourteen and sixteen years of age. Social Welfare Com. reported leave to withdraw; H. moved to substitute H. 2568 in amendment of this report; amendment rejected. See also S. 58.

5. WOMAN LABOR.

HOUSE 74. Relative to the determination of minimum wages for women and minors. Based on H. 73 (recommendations of the minimum wage commission). Social Welfare Com. reported H. 2366.

HOUSE 551. To further regulate the hours of labor of women and of children under eighteen years of age. Social Welfare Com. reported reference to next Legislature.

HOUSE 651. Relative to the moving of boxes and other receptacles in mills and workshops by women. Labor Com.; amended. *See Chapter 241.*

HOUSE 720. Relative to the temperature in places where women and minors are employed. Social Welfare Com. reported leave to withdraw.

HOUSE 1297. To authorize the appointment of women as special police officers. *See Chapter 510.*

HOUSE 1620. To regulate the hours of labor of hospital nurses and attendants, and to designate the location of their sleeping apartments. Labor Com. reported reference to next Legislature.

HOUSE 1733. To provide for meal hours in industrial establishments for women and minors. Based on H. 1731 (recommendations of the State board of labor and industries). Social Welfare Com. reported no legislation necessary.

HOUSE 2366. Relative to the determination of minimum wages for women and minors. Reported by Social Welfare Com. on H. 74. *See Chapter 368.*

6. HOURS OF LABOR.

A. PUBLIC HOLIDAYS.

SENATE 353. To include the seventeenth day of March in the list of legal holidays. Legal Affairs Com. reported leave to withdraw.

HOUSE 218. To make New Year's Day a legal holiday. Legal Affairs Com. reported favorably; Com. on Bills in Third Reading substituted H. 2146.

HOUSE 227. To make the day of the State election a legal holiday. Legal Affairs Com. reported leave to withdraw on this bill and on H. 228.

HOUSE 228. To make the State election day a legal holiday. Legal Affairs Com. reported leave to withdraw on this bill and on H. 227.

HOUSE 1302. To make the seventeenth day of March a legal holiday to be known as Evacuation Day. Legal Affairs Com. reported leave to withdraw.

HOUSE 1464. To change the name of the holiday known as Columbus Day to Discoverers' Day. Legal Affairs Com. reported leave to withdraw.

HOUSE 1968. To make the twelfth day of February a legal holiday. Legal Affairs Com. reported leave to withdraw.

HOUSE 2146. To make the first day of January a legal holiday. Substituted by Com. on Bills in Third Reading in amendment of H. 218; passed by H.; rejected by S.

B. PUBLIC EMPLOYEES.

SENATE 12. To provide a Saturday half holiday for laborers and mechanics of the metropolitan water and sewerage board and the metropolitan park commission. Metropolitan Affairs Com. reported new draft, S. 495.

SENATE 74. Relative to vacations of members of police departments except in the city of Boston. Cities Com. reported leave to withdraw.

SENATE 338. To make Saturday a half holiday for laborers, workmen and mechanics employed by the Commonwealth. Labor Com. reported H. 2166 on this bill and on H. 507.

SENATE 339. Relative to the time off for meals allowed to employees of municipal and mercantile establishments. Labor Com. reported leave to withdraw.

SENATE 341. Relative to the hours of labor of watchmen employed by the Commonwealth. Labor Com. reported leave to withdraw.

SENATE 495. Relative to a half holiday for laborers and mechanics of the metropolitan water and sewerage board and the metropolitan park commission. New draft of S. 12 reported by Metropolitan Affairs Com. *See Chapter 455.*

HOUSE 171. To promote the health and efficiency of firemen in cities of forty thousand or more inhabitants. Cities Com. reported H. 2384 on this bill and on H. 1098.

HOUSE 178. To give members of the police department of the city of Boston one day off in every eight days. Cities Com. reported reference to next Legislature.

HOUSE 179. Relative to vacations of laborers employed by cities and towns. Cities Com. reported leave to withdraw; H. substituted H. 179 for this report; amended by H. *See Chapter 217.*

HOUSE 445. Relative to the vacations of State employees. Public Service Com. reported favorably; referred to Ways and Means Com. which reported ought not to pass; rejected by H.

HOUSE 448. To make Saturday a half holiday for laborers, workmen and mechanics employed by or on behalf of the Commonwealth and to otherwise regulate their employment. Public Service Com. reported leave to withdraw; H. amended by substituting H. 448 for this report; referred to Ways and Means H. Com. which reported ought not to pass; rejection negatived; amended by S. *See Chapter 688.*

HOUSE 507. Relative to half holidays for municipal employees. Labor Com. reported H. 2166 on this bill and on S. 338.

HOUSE 592. To provide a half holiday for the employees of the city of Lynn. Cities Com. reported leave to withdraw.

HOUSE 794. To provide for a vacation for employees of cities and towns. Cities Com. reported leave to withdraw.

HOUSE 942. To provide that park and reservation police and watchmen shall have one day off in every fifteen days. Cities Com. reported H. 2294.

HOUSE 1098. Relative to the organization of fire departments in certain cities. Cities Com. reported H. 2384 on this bill and on H. 171.

HOUSE 1102. Relative to vacations for certain employees of the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 1353. Relative to the hours of labor of certain employees of counties. *See Chapter 623.*

HOUSE 1619. Relative to the eight-hour day for public employees. Labor Com. reported leave to withdraw.

HOUSE 2166. To authorize the granting of Saturday half holidays to municipal employees. Reported by Labor Com. on H. 507 and S. 338; passed by H.; referred to Ways and Means S. Com.; rejected by S.

HOUSE 2201. To provide for submitting to the voters of the city of Chicopee the act relative to an eight-hour day for municipal employees. *See Chapter 277.*

HOUSE 2294. To provide that park and reservation police and watchmen in the city of Fall River shall have one day off in every fifteen days. Reported by Cities Com. on H. 942; amended by S. *See Chapter 731.*

HOUSE 2384. Relative to the fire departments of cities of fifty thousand or

more inhabitants. Reported by Cities Com. on H. 171 and H. 1098; passed by H.; rejected by S.

HOUSE 2522. To provide for the submission of certain acts to the voters of the town of Swampscott. *See Chapter 603.*

HOUSE 2545. To provide for submitting to the voters of the city of Fitchburg the act relative to an eight-hour day for city and town employees. *See Chapter 552.*

C. RAILWAY EMPLOYEES.

SENATE 521. To provide for a day of rest in every fifteen days for certain employees of railroad corporations. New draft of H. 1538 reported by Railroads Com.; rejected by S.

SENATE 540. To provide for days of rest for certain employees of railroad corporations. Substituted in amendment of report of Railroads Com. reference to next Legislature on H. 453. *See Chapter 723.*

SENATE 609. Resolve to provide for an investigation and a report by the public service commission as to hours of labor and working conditions of men employed as crossing tenders by railroad companies. S. moved to substitute in amendment of H. 283; motion rejected.

HOUSE 283. Relative to the hours of labor of certain employees in and about the stations of railroad corporations. Railroads Com. reported leave to withdraw; H. substituted H. 283 for this report; passed by H.; S. moved to amend by substituting S. 609; motion rejected. *See Chapter 746.*

HOUSE 306. To prohibit the overcrowding of cars of street and elevated railway companies. Street Railways Com. reported leave to withdraw.

HOUSE 453. To provide for a day of rest in every week for certain employees of railroad corporations. Railroads Com. reported reference to next Legislature; S. substituted S. 540 for this report.

HOUSE 1538. Relative to employment of telegraphers by railroad corporations. Railroads Com. reported new draft, S. 521.

HOUSE 1846. Relative to the hours of labor of employees of railroad corporations. Railroads Com. reported reference to next Legislature.

D. MISCELLANEOUS.

SENATE 303. Relative to junk shopkeepers. Mercantile Affairs Com. reported leave to withdraw.

SENATE 356. Relative to the hours during which moving picture shows and vaudeville entertainments may be carried on. Mercantile Affairs Com. reported leave to withdraw.

SENATE 616. Relative to the operation of motor vehicles on the Lord's Day. Reported by Legal Affairs Com. on H. 2707. *See Chapter 757.*

HOUSE 383. To regulate the hours of labor of certain employees in paper mills operating day and night. Labor Com.; order referred to Joint Com. on Rules which reported ought to be adopted; H. substituted H. 383 for this report and passed; S. substituted new order (June 10) which was rejected by H.; bill failed.

HOUSE 844. To further provide for one day's rest in seven. Legal Affairs Com. reported leave to withdraw.

HOUSE 1789. Relative to the hours of labor of pharmacists and clerks in drug stores. Labor Com. reported leave to withdraw.

HOUSE 1956. To regulate the hours of labor of firemen of stationary engines and boilers. Labor Com. reported leave to withdraw.

HOUSE 2707. Relative to the operation of motor vehicles on the Lord's Day. Legal Affairs Com. reported S. 616.

HOUSE 2729. Resolutions in favor of an amendment of the constitution of the United States giving Congress power to regulate the hours of labor. Federal Relations Com. reported reference to next Legislature.

7. WAGES.

A. GENERAL.

SENATE 277. To prohibit the giving of gratuities to employees in hotels and restaurants. H. referred to next Legislature.

HOUSE 74. Relative to the determination of minimum wages for women and minors. Based on H. 73 (recommendations of the minimum wage commission). Social Welfare Com. reported H. 2366.

HOUSE 306. To prohibit the overcrowding of cars of street and elevated railway companies. (Section 4 provided that the minimum wage for employees be fixed at \$18 a week with 60 cents an hour for emergency or overtime work). Street Railways Com. reported leave to withdraw.

HOUSE 392. Relative to the service of employees upon juries. Legal Affairs Com. reported leave to withdraw.

HOUSE 1223. To increase the powers of the minimum wage commission. Social Welfare Com. reported leave to withdraw.

HOUSE 1735. To provide for the weekly payment of wages. Based on H. 1731 (recommendations of the State board of labor and industries). *See Chapter 247.*

HOUSE 1791. Relative to the compensation of jurors. Legal Affairs Com. reported H. 2749 on this bill and on H. 1965.

HOUSE 1965. To increase the pay of grand and traverse jurors. Legal Affairs Com. reported H. 2749 on this bill and on H. 1791.

HOUSE 2366. Relative to the determination of minimum wages for women and minors. Reported by Social Welfare Com. on H. 74. *See Chapter 368.*

HOUSE 2749. Relative to the compensation and mileage of jurors. Reported by Legal Affairs Com. on H. 1791 and H. 1965; referred to Counties Com. which reported ought to pass; passed by H.; rejected by S.

B. PUBLIC EMPLOYEES.

(a) *State Employees.*

SENATE 215. Relative to wages of laborers in the employ of the prison commission. Public Service Com. reported, changed; amended by S. *See Chapter 458.*

SENATE 604. Relative to the wages of certain employees at the reformatory for women. H. referred to next Legislature.

SENATE 621. Relative to the compensation of certain stenographers appointed for service in the superior court. New draft of H. 1839 reported by Ways and Means S. Com. *See Chapter 759.*

SENATE 623. Relative to the compensation to be paid to certain male employees at the reformatory for women. Public Service Com. reported favorably; referred to Ways and Means H. Com. which reported ought not to pass; rejected by H.

HOUSE 55. To establish grades by salaries of clerks and stenographers employed in the departments of the Commonwealth. Based on H. 53 (recommendations of the civil service commission). Amended by S. *See Chapter 605.*

HOUSE 270. To equalize the minimum wage for laborers employed directly by commissions, boards or officers of the Commonwealth. Public Service Com. reported, changed; referred to Ways and Means Com. which reported reference to next Legislature.

HOUSE 384. Relative to the wages of mechanics and laborers employed in the construction of public works. Labor Com. reported this bill on H. 384 and H. 725; referred to Ways and Means H. Com. which reported new draft, H. 2334.

HOUSE 524. Relative to wages to be paid by the metropolitan water and sewerage board. Metropolitan Affairs Com. reported H. 2572 on this bill and on H. 525.

HOUSE 525. Providing an additional appropriation for the metropolitan water and sewerage board for the purpose of paying certain increases in wages. Metropolitan Affairs Com. reported H. 2572 on this bill and on H. 524.

HOUSE 542. Assuring the appointment of an additional assistant engineer at the State prison. Public Service Com. reported reference to next Legislature.

HOUSE 543. Relative to the salaries of watchmen in the State prison and the Massachusetts reformatory. Public Service Com. reported H. 543, changed; referred to Ways and Means Com. which reported ought to pass. *See Chapter 554.*

HOUSE 725. Relative to a minimum wage to be paid for work done for the Commonwealth. Labor Com. reported H. 384 on this bill and on H. 384.

HOUSE 1030. Relative to the firemen and other laborers employed in the State house. Public Service Com. reported reference to next Legislature.

HOUSE 1033. To establish the salaries of the electrician and assistant engineers at the State prison. Public Service Com. reported leave to withdraw.

HOUSE 1034. To revise and reduce salaries and other expenses of State and county officials. Public Service Com. reported leave to withdraw.

HOUSE 1073. Relative to the salaries of matrons at the reformatory for women. Based on H. 1064 (recommendations of the board of prison commissioners). Public Service Com. reported H. 2533.

HOUSE 1202. Relative to the salaries of the assistant gardeners at the State house. Public Service Com. reported favorably; passed by H.; referred to Ways and Means S. Com. which reported ought not to pass; rejected by S.

HOUSE 1356. Relative to the minimum rate of salary of foremen and subforemen of laborers employed by the Commonwealth. Public Service Com. reported leave to withdraw.

HOUSE 1357. To increase the compensation of the porters at the State house. Public Service Com. reported leave to withdraw; H. amended by substituting H. 1357 for this report; referred to Ways and Means Com. which reported ought not to pass; rejection negatived; amended by both branches. *See Chapter 684.*

HOUSE 1362. To increase the compensation of the elevator men at the State house. Public Service Com. reported leave to withdraw; H. amended by substituting H. 1362 for this report; referred to Ways and Means Com. which reported ought not to pass; rejection negatived; amended by S. *See Chapter 667.*

HOUSE 1536. Relative to the compensation of firemen, oilers, and other employees of the Commonwealth. Public Service Com. reported leave to withdraw.

HOUSE 1671. To establish the compensation of the watchmen and assistant watchmen at the State house. Public Service Com. reported leave to withdraw.

HOUSE 1839. To fix compensation for official stenographers to whom no salary is paid. Public Service Com. reported favorably; passed by H.; Ways and Means S. Com. reported new draft, S. 621.

HOUSE 2102. To establish a minimum salary for drawtenders and assistant drawtenders employed by the metropolitan park commission. Metropolitan Affairs Com. reported leave to withdraw.

HOUSE 2159. Relative to petitions by State officers and employees for increase of compensation. Public Service Com. reported favorably; referred to Ways and Means Com. which reported ought not to pass; rejected by H.; reconsidered, and again rejected.

HOUSE 2334. Relative to the wages of mechanics employed in the construction of public works. New draft of H. 384 reported by Ways and Means H. Com.; Com. on Bills in Third Reading substituted H. 2367 in amendment.

HOUSE 2367. Relative to the wages of mechanics employed in the construction of public works. Substituted by Com. on Bills in Third Reading in amendment of H. 2334. *See Chapter 474.*

HOUSE 2533. To establish the salaries of the matrons at the reformatory for women and to place them under the civil service laws. Reported by Public Service Com. on H. 1073; referred to Ways and Means H. Com. which reported ought not to pass; rejected by H.

HOUSE 2572. Resolve to provide for certain increases in wages paid by the metropolitan water and sewerage board. Reported by Metropolitan Affairs Com. on H. 524 and H. 525; referred to Ways and Means Com. which reported ought to pass. *See Chapter 96 (Resolves).*

(b) *County Employees.*

HOUSE 1363. To fix the salaries of certain women employed by the county of Suffolk. Public Service Com. reported, changed; referred to Counties Com. which reported new draft, H. 2379.

HOUSE 2379. To fix the salaries of certain women employed by the county of Suffolk. New draft of H. 1363 reported by Counties Com. *See Chapter 413.*

(c) *Municipal Employees.*

SENATE 75. Relative to compensation of police officers for overtime. Cities Com. reported leave to withdraw.

HOUSE 1103. Relative to the pay of probationary members of the fire department of the city of Boston. Cities Com. reported reference to next Legislature.

HOUSE 1104. Relative to the pay of reserve police officers in the city of Boston. Cities Com. reported reference to next Legislature.

HOUSE 1264. Relative to the payment of wages to incapacitated employees of the city of Boston. Cities Com. reported leave to withdraw.

C. ASSIGNMENT, GARNISHMENT, ETC.

SENATE 119. To prohibit the assignment of wages. Legal Affairs Com. reported leave to withdraw on this bill, on S. 358, H. 391, H. 667, and on H. 1466; H. substituted H. 2528 for this report.

SENATE 192. To amend the law relative to attachment by the trustee process. Joint Judiciary Com. reported leave to withdraw.

SENATE 358. To regulate the assignment of wages. Legal Affairs Com. reported leave to withdraw on this bill, on S. 119, H. 391, H. 667, and on H. 1466; H. substituted H. 2528 for this report.

SENATE 517. To provide for the creating of small debtors' courts and to define their powers, jurisdiction and procedure. S. moved to substitute in amendment of report of Legal Affairs S. Com. reference to next Legislature on H. 656; motion rejected.

HOUSE 369. Relative to the attachment of wages for attorneys' fees. Joint Judiciary Com. reported leave to withdraw.

HOUSE 387. Relative to the assignment and attachment of wages and salaries of public employees and officers. Legal Affairs Com. reported leave to withdraw.

HOUSE 388. Relative to the attachment of wages on claims for necessities. Legal Affairs Com. reported leave to withdraw; S. substituted H. 388 for this report; rejected by S.

HOUSE 391. To regulate the assignment of wages. Legal Affairs Com. reported leave to withdraw on this bill, on S. 119, S. 358, H. 667, and on H. 1466; H. substituted H. 2528 for this report.

HOUSE 656. Providing for the creation of small debtors' courts, and defining their powers, jurisdiction, and procedure. Legal Affairs Com. reported reference to next Legislature; S. moved to substitute S. 517 in amendment of this report; motion rejected.

HOUSE 667. To prohibit the assignment of wages for purchases of jewelry. Legal Affairs Com. reported leave to withdraw on this bill, on S. 119, S. 358, H. 391, and on H. 1466; H. substituted H. 2528 for this report.

HOUSE 1466. Relative to the assignment of wages. Legal Affairs Com. reported leave to withdraw on this bill, on S. 119, S. 358, H. 391, and on H. 667; H. substituted H. 2528 for this report.

HOUSE 2528. Relative to the assignment of wages. H. substituted H. 2528 for report of Legal Affairs Com. leave to withdraw on S. 119, S. 358, H. 391, H. 667, and on H. 1466; rejected by H.

8. EMPLOYMENT OFFICES AND UNEMPLOYMENT.

A. EMPLOYMENT OFFICES.

SENATE 36. Relative to employment offices. Legal Affairs Com. reported leave to withdraw; H. accepted report; S. substituted S. 36 for report; rejected by S.

HOUSE 393. To extend the provisions for free State employment offices. Legal Affairs Com. reported leave to withdraw.

HOUSE 450. Relative to the selection of employees for public institutions. Public Service Com. reported leave to withdraw.

HOUSE 517. To provide for the establishment of a free State employment bureau in the city of Lynn. Legal Affairs Com. reported favorably; referred to Ways and Means Com. which reported ought not to pass; H. referred to next Legislature.

HOUSE 1156. Relative to free employment offices. Legal Affairs Com. reported leave to withdraw.

HOUSE 1470. Relative to the maintenance of intelligence offices. Legal Affairs Com. reported leave to withdraw.

HOUSE 1474. To increase the number of State free employment offices and to transfer their control to the State board of labor and industries. Legal Affairs Com. reported leave to withdraw.

HOUSE 1476. Relative to the licensing of private employment offices. Legal Affairs Com. reported leave to withdraw.

HOUSE 1624. Relative to theatrical employment agencies. Legal Affairs Com. reported leave to withdraw.

HOUSE 1795. To give control of free and private employment offices to the State board of labor and industries. Legal Affairs Com. reported favorably; referred to Ways and Means Com. which reported reference to next Legislature; report negatived; Com. on Bills in Third Reading substituted H. 2694 in amendment.

HOUSE 1831. Relative to the employment of help in State institutions. Public Institutions Com. reported leave to withdraw.

HOUSE 2694. To give control of free and private employment offices to the State board of labor and industries. Substituted by Com. on Bills in Third Reading in amendment of H. 1795; S. referred to next Legislature.

B. UNEMPLOYMENT.

HOUSE 1551. To provide remunerative work for the unemployed. Social Welfare Com. reported leave to withdraw.

HOUSE 1693. To provide for a State farm with industries for the unemployed. Social Welfare Com. reported leave to withdraw.

HOUSE 2780. Resolve to provide for an investigation of the problem of unemployment. S. referred to next Legislature.

9. LABOR DISPUTES.

SENATE 340. Relative to the employment of non-residents during strikes. Labor Com. reported H. 2252 on this bill, on H. 1461, and H. 1734.

HOUSE 216. To make lawful certain agreements between employees and laborers and persons engaged in agriculture or horticulture, to limit the issuing of injunctions in certain cases and for other purposes. Joint Judiciary Com. reported leave to withdraw; H. substituted H. 2513 for this report.

HOUSE 385. Relative to the investigation of industrial difficulties by the State board of conciliation and arbitration. Labor Com. reported H. 2534 on this bill and on H. 836.

HOUSE 508. Resolution relative to the controversy between the sail makers and their employees in the city of Gloucester. Labor Com. reported leave to withdraw.

HOUSE 836. To provide for the appointment of special boards to investigate industrial disputes. Labor Com. reported H. 2534 on this bill and on H. 385.

HOUSE 1461. Relative to certain conditions under which a person, firm or corporation may employ strike-breakers during the strike period. Labor Com. reported H. 2252 on this bill, on S. 340, and H. 1734.

HOUSE 1617. Relative to the hiring of detectives and police officers during industrial disturbances. Labor Com. reported leave to withdraw.

HOUSE 1734. To regulate advertisements and solicitations for employees during strikes, lockouts or other labor disturbances. Based on H. 1731 (recommendations of the State board of labor and industries). Labor Com. reported H. 2252 on this bill, on S. 340, and H. 1461.

HOUSE 1790. To establish a method of compulsory arbitration between street railway companies and their employees. Labor Com. reported leave to withdraw.

HOUSE 2030. To amend the law relative to the attendance of witnesses before the board of conciliation and arbitration. Joint Judiciary Com. reported leave to withdraw.

HOUSE 2031. Relative to the powers of local boards of arbitration. Joint Judiciary Com. reported leave to withdraw.

HOUSE 2075. Relative to the use of detectives by employers. Legal Affairs Com. reported H. 2412.

HOUSE 2252. To regulate the procuring of persons to take the places of employees during strikes, lockouts or other labor disputes. Reported by Labor Com. on H. 1734, in part, on S. 340, and H. 1461. *See Chapter 347.*

HOUSE 2412. Relative to the use of detectives by railroad corporations for obtaining information affecting the conduct of employees. Reported by Legal Affairs Com. on H. 2075; recommitted by H.; S. non-concurred in recommitment; bill failed.

HOUSE 2513. To make lawful certain agreements between employees and laborers, and to limit the issuing of injunctions in certain cases. Substituted by H. for report of Joint Judiciary Com. leave to withdraw on H. 216. For opinion (S. 611) *see p. 50. See Chapter 778.*

HOUSE 2534. To extend the powers of the State board of conciliation and arbitration relative to labor disputes. Reported by Labor Com. on S. 1 (Governor's address as relates to the investigation of labor disputes), on H. 385 and H. 836; referred to Ways and Means Com. which reported ought to pass; amended by S. *See Chapter 681.*

10. PUBLIC WORK AND PUBLIC CONTRACTS.

A. LABORERS AND MECHANICS EMPLOYED IN STATE, COUNTY, AND MUNICIPAL SERVICE.

(a) *Preference Given to Employment of Citizens.*

HOUSE 58. To authorize the giving of preference in appointment and employment to citizens. Based on H. 53 (recommendations of the civil service commission). Amended by H. *See Chapter 600.*

HOUSE 837. Relative to the citizenship of certain employees of contractors doing certain work for the Commonwealth. Labor Com. reported leave to withdraw.

HOUSE 1146. To provide for the employment of citizens on certain public works. Labor Com. reported leave to withdraw.

(b) Civil Service Requirements.

SENATE 211. Relative to the certifying by the civil service commission to the city of Boston of names from the labor list. Public Service Com. reported leave to withdraw.

SENATE 212. To extend the provisions of the civil service laws to certain employees. Public Service Com. reported reference to next Legislature; recommitted; amended by Ways and Means S. Com. *See Chapter 486.*

HOUSE 54. To extend the civil service law and rules to counties. Based on H. 53 (recommendations of the civil service commission). Public Service Com. reported no legislation necessary.

HOUSE 447. To extend the civil service laws to the employees of counties. Public Service Com. reported leave to withdraw on this bill, on H. 700, H. 890, and H. 891.

HOUSE 700. To extend the civil service law and rules to appointive positions in the civil service of the several counties. Public Service Com. reported leave to withdraw on this bill, on H. 447, H. 890, and H. 891.

HOUSE 701. To extend the civil service law and rules to employees at the house of correction of the penal institutions departments of the city of Boston. Public Service Com. reported favorably; recommitted, and reported ought not to pass; rejected by H.

HOUSE 887. Relative to the promotion of laborers and mechanics in the employment of cities and towns. Public Service Com. reported H. 2414.

HOUSE 890. To extend the civil service laws and rules to appointive positions in the service of the several counties. Public Service Com. reported leave to withdraw on this bill, on H. 447, H. 700, and H. 891.

HOUSE 891. To extend the civil service laws and rules to appointive positions in the service of the county of Suffolk. Public Service Com. reported leave to withdraw on this bill, on H. 447, H. 700, and H. 890.

HOUSE 917. To authorize certain towns to vote on the acceptance of the civil service laws. Towns Com. reported H. 2170.

HOUSE 1035. Relative to the classification of laborers by the civil service commission. Public Service Com. reported H. 2365 on this bill, on H. 1136, H. 1841, and H. 1843.

HOUSE 1136. To provide that persons who have been convicted of certain offences may hold public office. Public Service Com. reported H. 2365 on this bill, on H. 1035, H. 1841, and H. 1843.

HOUSE 1841. Relative to the employment of laborers by the Commonwealth. Public Service Com. reported H. 2365 on this bill, on H. 1035, H. 1136, and H. 1843.

HOUSE 1843. To provide that conviction of certain offences shall not be a bar to public employment. Public Service Com. reported H. 2365 on this bill, on H. 1035, H. 1136, and H. 1841.

HOUSE 1997. Relative to the age of health inspectors. Public Health Com. reported leave to withdraw.

HOUSE 2170. To authorize the town of Clinton to vote on the question of

accepting the provisions of the civil service laws. Reported by Towns Com. on H. 917; S. referred to next Legislature.

HOUSE 2365. Relative to applicants for positions under the civil service laws and rules. Reported by Public Service Com. on H. 1035, H. 1136, H. 1841, and H. 1843; passed by H.; rejected by S.

HOUSE 2414. Relative to the promotion of laborers and mechanics in the public service. Reported by Public Service Com. on H. 887. *See Chapter 479.*

(c) *Other.*

HOUSE 652. To regulate the employment of laborers, teamsters and team owners in the construction and repair of city and town ways. Labor Com. reported leave to withdraw.

B. OTHER EMPLOYEES IN STATE, COUNTY, AND MUNICIPAL SERVICE.

HOUSE 12. Relative to police officers doing police duty in cities and towns other than where they are regularly employed. Based on H. 11 (recommendation of the board of police for the city of Fall River). Cities Com. reported no legislation necessary; H. substituted H. 12 for this report; referred to Ways and Means Com. which reported ought not to pass; rejected by S.

HOUSE 392. Relative to the service of employees upon juries. Legal Affairs Com. reported leave to withdraw.

HOUSE 440. To restrict the employment of inmates of certain public institutions. Public Institutions Com. reported leave to withdraw.

HOUSE 450. Relative to the selection of employees for public institutions. Public Service Com. reported leave to withdraw.

HOUSE 542. Assuring the appointment of an additional assistant engineer at the State prison. Public Service Com. reported reference to next Legislature.

HOUSE 1297. To authorize the appointment of women as special police officers. *See Chapter 510.*

HOUSE 1831. Relative to the employment of help in State institutions. Public Institutions Com. reported leave to withdraw.

HOUSE 2378. To extend the time within which lamplighters may be appointed to positions in the labor service of any department of the city of Boston. *See Chapter 440.*

C. EMPLOYEES OF CONTRACTORS OR SUB-CONTRACTORS ON PUBLIC WORK.

HOUSE 1139. To prohibit municipal employees from rendering services to contractors or others. Cities Com. reported reference to next Legislature.

D. OTHER.

HOUSE 338. Resolutions relative to the segregation of negro employees of the United States government at Washington. Federal Relations Com. reported ought not to be adopted; recommitted, and adopted by both branches.

HOUSE 2676. Resolutions relative to government ownership of the Colorado mines. H. referred to next Legislature.

11. PRISON LABOR.

HOUSE 440. To restrict the employment of inmates of certain public institutions. Public Institutions Com. reported leave to withdraw.

HOUSE 441. Relative to the employment of inmates of houses of correction in various industries. Public Institutions Com. reported leave to withdraw.

HOUSE 493. Resolutions relative to interstate traffic in convict-made goods. Federal Relations Com. reported leave to withdraw.

HOUSE 534. Relative to the employment of inmates of penal and other institutions. Public Institutions Com. reported leave to withdraw.

HOUSE 1379. Relative to the employment of prisoners in reclaiming and cultivating land. *See Chapter 180.*

HOUSE 2667. Relative to receipts from the labor of prisoners in the State prison, the Massachusetts reformatory, the reformatory for women and the State farm. Reported by Joint Ways and Means Com. on S. 1 (message of Governor as it related to State finance). *See Chapter 669.*

12. LICENSING OF TRADES.

A. ENGINEERS AND FIREMEN.

SENATE 8. Relative to the licensing of engineers and firemen. Mercantile Affairs Com. reported reference to next Legislature.

HOUSE 98. Relative to the operation of boilers in apartment houses. Based on H. 96 (recommendations of the chief of the district police). *See Chapter 451.*

HOUSE 405. Relative to granting licenses to engineers and firemen. Mercantile Affairs Com. reported reference to next Legislature.

B. MOVING-PICTURE MACHINE OPERATORS.

HOUSE 97. Relative to the operation of the cinematograph and to the exhibition of moving pictures. Based on H. 96 (recommendations of the chief of the district police). Mercantile Affairs Com. reported no legislation necessary.

HOUSE 406. To regulate the use of the cinematograph and similar apparatus. Mercantile Affairs Com. reported H. 2481.

HOUSE 1482. Relative to the use of illustrative apparatus by the volunteer militia. Mercantile Affairs Com. reported H. 2196.

HOUSE 2196. Relative to the use of the cinematograph and similar apparatus in armories and other places occupied by the militia. Reported by Mercantile Affairs Com. on H. 1482. *See Chapter 196.*

HOUSE 2481. Relative to the operation of the cinematograph and to the exhibition of motion pictures. Reported by Mercantile Affairs Com. on H. 406; referred to Ways and Means H. Com. which reported ought not to pass; rejection negatived. *See Chapter 791.*

C. PEDLERS.

SENATE 337. Relative to licensing pedlars. Legal Affairs Com. reported leave to withdraw.

SENATE 391. To authorize the commissioner of weights and measures to grant

and to revoke licenses to hawkers and pedlars. Reported by Legal Affairs Com. on H. 154 (recommendations of the commissioner of weights and measures), on H. 155, and H. 156; S. referred to next Legislature.

HOUSE 155. Relative to the revocation of licenses of hawkers and pedlars. Based on H. 154 (recommendations of the commissioner of weights and measures). Legal Affairs Com. reported S. 391 on this bill and on H. 156.

HOUSE 156. Relative to the licensing of hawkers and pedlars. Based on H. 154 (recommendations of the commissioner of weights and measures). Legal Affairs Com. reported S. 391 on this bill and on H. 155.

HOUSE 395. Relative to the sale of merchandise by hawkers and pedlars in the city of Boston. Legal Affairs Com. reported leave to withdraw.

D. PLUMBERS, STEAMFITTERS, AND GASFITTERS.

HOUSE 1019. Relative to the business of plumbing. *See Chapter 287.*

HOUSE 1347. Relative to the supervision of the business of plumbing. Public Health Com.; rejected by S.; opinion (S. 580) reports on constitutionality. *See post, p. 46.*

HOUSE 1526. Relative to the licensing of gas fitters and to the supervision of the business of gas fitting in the city of Lynn. Public Lighting Com. reported leave to withdraw.

HOUSE 1642. Relative to the supervision of the business of steam and power plant fitting. Mercantile Affairs Com. reported leave to withdraw.

E. OTHER.

HOUSE 407. Relative to the licensing of operators of passenger and freight elevators. Mercantile Affairs Com. reported reference to next Legislature.

HOUSE 436. To create a State board of barber examiners and to regulate the business of barbering. Public Health Com. reported favorably; referred to Ways and Means H. Com. which reported ought to pass; amended by both branches; referred to Conference Com. which failed to report.

HOUSE 1186. Relative to the registration of nurses. Public Health Com. reported reference to next Legislature.

HOUSE 1214. To require the certification of convictions on the licenses of chauffeurs and operators. Roads and Bridges Com. reported leave to withdraw.

HOUSE 1518. Relating to the licensing of cooks and bakers. Public Health Com. reported leave to withdraw.

13. IMMIGRATION.

SENATE 246. Resolutions relative to the restriction of immigration. Federal Relations Com. reported reference to next Legislature.

HOUSE 316. Resolve to extend the time within which the commission on immigration is required to report. *See Chapter 3 (Resolves).*

HOUSE 337. Resolutions relative to the restriction of immigration. Federal Relations Com. reported ought to be adopted; S. amended; H. concurred in amendment; adopted by both branches.

HOUSE 2399. Resolve relative to the distribution of the report of the commission on immigration. *See Chapter 39 (Resolves)*.

HOUSE 2665. To provide for the appointment of a State board of immigration and to define its duties. Reported by Social Welfare Com. on H. 2300 (report of the commission on immigration); referred to Ways and Means Com. which reported ought not to pass; H. amended by substituting H. 2745.

HOUSE 2738. To provide for the appointment of a State board of immigration and to define its duties. H. moved to substitute for H. 2665; motion rejected.

HOUSE 2745. To provide for the appointment of a State board of immigration and to define its duties. Substituted by H. in amendment of H. 2665; passed by H.; S. referred to next Legislature.

14. INDUSTRIAL EDUCATION.

SENATE 53. To provide for payment by the Commonwealth of tuition fees of pupils attending agricultural and vocational schools. Education Com. reported reference to next Legislature.

SENATE 76. Resolve to provide for free scholarships in technical schools and colleges and in trade schools of the Commonwealth. Education Com. reported H. 2459 on this bill, on S. 241, and H. 949.

SENATE 153. To establish training in household arts. Education Com. reported reference to next Legislature.

SENATE 241. Resolve to provide for free State scholarships. Education Com. reported H. 2459 on this bill, on S. 76, and H. 949.

SENATE 242. To provide for the establishment and maintenance of an independent agricultural school in the metropolitan district. Education Com. reported leave to withdraw.

SENATE 602. To assent to the purpose of and to accept the grants of money authorized by Congress for the more complete endowment and support of colleges for the benefit of agriculture. *See Chapter 721*.

HOUSE 119. To provide for the establishment and maintenance of agricultural instruction for families. Based on H. 118 (recommendations of the homestead commission). Education Com. reported, changed; referred to Ways and Means Com. which reported ought not to pass; rejected by H.

HOUSE 191. Relative to technical, industrial and vocational education in primary and grammar schools. Education Com. reported leave to withdraw; H. substituted H. 191 for this report; rejected by H.

HOUSE 325. To provide for the establishment and maintenance of day and evening classes in practical arts for women. Based on H. 318 (recommendations of the board of education). Education Com. reported favorably; referred to Ways and Means Com. which reported ought not to pass; rejected by H.

HOUSE 326. To authorize the board of education to maintain classes for the training of teachers for State-aided vocational and continuation schools. Based on H. 318 (recommendations of the board of education). *See Chapter 391*.

HOUSE 327. To provide for the establishment and maintenance of classes for the training of teachers for State-aided vocational and continuation schools. Based on H. 318 (recommendations of the board of education). *See Chapter 174*.

HOUSE 347. Relative to the establishment of schools for instruction in building trades. Education Com. reported leave to withdraw.

HOUSE 726. Relative to instruction in trades and handicrafts of minors in the custody of charitable institutions. Education Com. reported leave to withdraw.

HOUSE 749. To provide for the establishment and maintenance of an independent agricultural school in the county of Middlesex. Taken from the files of 1913. Education Com. reported ought not to pass; rejection negatived by H.; referred to Counties Com. which reported ought not to pass; rejected by H.

HOUSE 804. To provide for the teaching of the practical arts in the public schools of small towns. Education Com. reported, changed; referred to Ways and Means Com. which reported reference to next Legislature.

HOUSE 949. To authorize additional appropriations for free scholarships in the Massachusetts institute of technology and the Worcester polytechnic institute and for university extension purposes. Education Com. reported H. 2459 on this bill, on S. 76, and S. 241.

HOUSE 1112. To provide for an industrial school building in the city of Lawrence. Education Com. reported leave to withdraw.

HOUSE 1424. Relative to the powers and duties of the trustees of the independent agricultural school of the county of Essex. Education Com. reported favorably; referred to Counties Com. which reported favorably. *See Chapter 719.*

HOUSE 1757. Resolve to provide for a report relative to the textile schools of the Commonwealth. Education Com. reported leave to withdraw.

HOUSE 2459. To provide State scholarships in the technical schools, colleges and trade schools of the Commonwealth. Reported by Education Com. on S. 76, S. 241, and H. 949; Ways and Means H. Com. reported ought not to pass; rejected by H.

15. PENSIONS AND RETIREMENT SYSTEMS.

A. PUBLIC EMPLOYEES.

(a) *Firemen.*

SENATE 144. To authorize the city of Boston to pension certain employees of the fire department. Social Welfare Com. reported leave to withdraw.

SENATE 189. To authorize the city of Boston to pay annuities to widows and children of firemen dying in the discharge of duty. Cities Com. reported leave to withdraw.

SENATE 437. To provide that certain officers and operators employed in the fire department of the city of Boston shall be eligible for pension. Reported by Cities Com. on H. 1414. *See Chapter 519.*

HOUSE 297. Relative to pensioning permanent and call members of fire departments in cities. Social Welfare Com. reported leave to withdraw.

HOUSE 1414. To make certain officers and operators employed in the fire department of the city of Boston members thereof. Cities Com. reported S. 437.

HOUSE 2014. To authorize the payment of annuities to widows and children of firemen killed in the performance of their duty. Social Welfare Com. reported leave to withdraw.

HOUSE 2655. Relating to payments to policemen and firemen or their families in cases of disability or death. Reported by Social Welfare Com. on H. 2450, in part, (report of the special commission appointed to devise a just and comprehensive system of State, county and municipal pensions); referred to Ways and Means Com. which reported reference to next Legislature.

(b) *Police.*

SENATE 136. Relative to pensions in the police department of the city of Boston. Cities Com. reported leave to withdraw.

HOUSE 282. Relative to pensions or payments to retired members of the district police. Public Service Com. reported leave to withdraw.

HOUSE 296. Relative to pensioning members of the police department in the city of Boston. Social Welfare Com. reported leave to withdraw.

HOUSE 484. To provide for the retirement of certain members of the district police. Taken from the files of 1913. Public Service Com.; referred to Ways and Means Com. which reported ought not to pass; rejected by H.

HOUSE 2655. Relating to payments to policemen and firemen or their families in cases of disability or death. Reported by Social Welfare Com. on H. 2450, in part, (report of the special commission appointed to devise a just and comprehensive system of State, county and municipal pensions); referred to Ways and Means Com. which reported reference to next Legislature.

(c) *Teachers.*

HOUSE 719. Relative to the public school teachers retirement association. Social Welfare Com. reported leave to withdraw.

HOUSE 1425. To provide that certain teachers in the schools of the city of Boston may become members of the State teachers' retirement association. *See Chapter 494.*

HOUSE 2073. Relative to the pensioning of public school teachers in the city of Boston. Taken from the files of 1913. Education Com. reported leave to withdraw.

HOUSE 2657. Relative to the public school teachers' fund in the city of Boston. Reported by Social Welfare Com. on H. 2450, in part, (report of the special commission appointed to devise a just and comprehensive system of State, county and municipal pensions); rejected by H.

HOUSE 2658. Relative to the permanent school pension fund of the city of Boston. Reported by Social Welfare Com. on H. 2450, in part, (report of the special commission appointed to devise a just and comprehensive system of State, county and municipal pensions); rejected by H.

(d) *Veterans in Public Service.*

SENATE 385. Relative to the retirement of certain veterans in the service of the city of Boston. Social Welfare Com. reported leave to withdraw.

SENATE 386. Relative to the retirement of certain veterans in the service of the city of Boston. Social Welfare Com. reported leave to withdraw.

SENATE 388. To authorize the city of Boston to pension certain veterans of the civil war. Social Welfare Com. reported leave to withdraw.

SENATE 390. Relative to the pensioning of veterans by the city of Boston. Social Welfare Com. reported leave to withdraw.

HOUSE 2021. To provide for pensions for civil war veterans employed by the city of Boston, after a certain time. Social Welfare Com. reported leave to withdraw.

(e) *Other Public Servants.*

SENATE 25. Relative to the retirement and pensioning of laborers employed by cities and towns. Social Welfare Com. reported leave to withdraw.

SENATE 62. Relative to the retirement and pensioning of laborers employed by the metropolitan water and sewerage board and the metropolitan park commission. Social Welfare Com. reported leave to withdraw.

SENATE 141. Relative to pensions to employees of the city of Boston. Social Welfare Com. reported leave to withdraw.

SENATE 387. To provide for pensioning police matrons in cities and towns. Social Welfare Com. reported leave to withdraw.

SENATE 389. To provide for retirement of clerks of courts. Social Welfare Com. reported leave to withdraw.

SENATE 541. Resolve relative to the distribution of the report of the commission on pensions. *See Chapter 51 (Resolves).*

SENATE 624. Relative to the retirement fund for laborers employed by the city of Boston. Substituted in amendment of report of Social Welfare Com. leave to withdraw on H. 724. *See Chapter 765.*

HOUSE 63. Relative to refunds and annuities in the State employees' retirement association. Based on H. 62 (recommendations of the board of retirement). Referred to Ways and Means Com. which reported ought not to pass; rejection negatived. *See Chapter 582.*

HOUSE 272. Relative to the retirement and pensioning of prison officers and instructors. Public Service Com. reported leave to withdraw.

HOUSE 298. Relative to the pensioning of public employees. Social Welfare Com. reported leave to withdraw.

HOUSE 301. Resolve to extend the time for the report of the special commission appointed to devise a just and comprehensive system of State, county and municipal pensions. *See Chapter 5 (Resolves).*

HOUSE 544. Relative to the retirement system of the employees of the Commonwealth. *See Chapter 568.*

HOUSE 715. To pension clerks of district, police and municipal courts. Social Welfare Com. reported leave to withdraw.

HOUSE 717. Relative to pensioning the employees of the city of Cambridge. Social Welfare Com. reported leave to withdraw.

HOUSE 722. To include drawtenders among the beneficiaries of the retirement fund for laborers employed by the city of Boston. Social Welfare Com. reported leave to withdraw.

HOUSE 723. Relative to pensioning laborers in the employ of cities and towns. Social Welfare Com. reported leave to withdraw.

HOUSE 724. Relative to the retirement fund for laborers employed by the city of Boston. Social Welfare Com. reported leave to withdraw; S. 624 substituted in amendment of this report.

HOUSE 731. Relative to the pensioning of laborers in the employ of fire and water districts. Towns Com. reported favorably; recommitted, and new draft, H. 2354, reported.

HOUSE 1048. Relative to the retirement system for the employees of counties. Social Welfare Com. reported leave to withdraw.

HOUSE 1194. Relative to the retirement system for the employees of the Commonwealth. Public Service Com. reported leave to withdraw.

HOUSE 1195. Relative to the retirement system for the employees of the Commonwealth. *See Chapter 419.*

HOUSE 1222. Relative to the retirement system for the employees of the Commonwealth. Public Service Com. reported leave to withdraw; H. amended by substituting report reference to next Legislature.

HOUSE 1226. Relative to the amount of pensions to be paid to laborers in the employ of cities and towns. Social Welfare Com. reported leave to withdraw.

HOUSE 1227. To authorize the pensioning of women employed in State departments and institutions. Social Welfare Com. reported leave to withdraw.

HOUSE 1375. To provide for pensioning attendance officers employed by school committees. Social Welfare Com. reported leave to withdraw.

HOUSE 1376. Relative to the pensioning of matrons in police stations employed by the city of Holyoke. H. substituted H. 1376 for report of Social Welfare Com. leave to withdraw. *See Chapter 748.*

HOUSE 1378. Relative to the pensioning of certain employees by the city of Boston. Social Welfare Com. reported leave to withdraw.

HOUSE 1546. To provide pensions for the clerks of cities in the Commonwealth. Social Welfare Com. reported leave to withdraw.

HOUSE 1547. To permit the retirement upon pensions of elected clerks of courts. Social Welfare Com. reported leave to withdraw.

HOUSE 1554. Relative to pensioning discharged laborers and mechanics of the city of Boston in certain instances. Social Welfare Com. reported leave to withdraw.

HOUSE 1689. Relative to the pensioning of the matrons of the house of detention in the city of Boston. Social Welfare Com. reported leave to withdraw.

HOUSE 1690. Relative to pensioning laborers employed by the city of Cambridge. Social Welfare Com. reported leave to withdraw.

HOUSE 1691. Relative to the pensions of certain county employees. Social Welfare Com. reported leave to withdraw.

HOUSE 1867. Relative to pensioning laborers and employees of cities and towns. Social Welfare Com. reported leave to withdraw.

HOUSE 1870. Relative to pensioning certain employees of the city of Lowell. Social Welfare Com. reported leave to withdraw; H. amended by substituting report reference to next Legislature.

HOUSE 1915. Relative to the submission of the pension act, so called, for acceptance to the voters of the city of Lowell. Social Welfare Com. reported leave to withdraw.

HOUSE 2016. Relative to the pensioning of certain laborers in the employ of cities and towns. Social Welfare Com. reported leave to withdraw.

HOUSE 2019. Relative to pensioning employees of the city of Cambridge. Social Welfare Com. reported leave to withdraw.

HOUSE 2020. To authorize the pensioning of certain women employed by the Commonwealth. Social Welfare Com. reported leave to withdraw.

HOUSE 2022. Relative to certain laborers coming under the pension act of the city of Boston. Social Welfare Com. reported leave to withdraw.

HOUSE 2023. To include municipal, marine and harbor employees in retirement systems. Social Welfare Com. reported leave to withdraw.

HOUSE 2024. Relative to the payment of pensions and annuities to employees of cities and towns. Social Welfare Com. reported leave to withdraw.

HOUSE 2100. Resolutions relative to the retirement of civil service employees of the United States post office department. Adopted by both branches.

HOUSE 2107. Relative to pensioners or annuitants of municipalities and counties. Social Welfare Com. reported reference to next Legislature.

HOUSE 2354. Relative to pensioning laborers in the employ of fire and water districts. New draft of H. 731 reported by Towns Com. *See Chapter 352.*

HOUSE 2506. Relative to the retirement of laborers of the city of Boston who were formerly in the service of the town of Hyde Park. *See Chapter 536.*

HOUSE 2654. To establish a retirement system for employees in the public service. Reported by Social Welfare Com. on H. 2450, in part, (report of the special commission appointed to devise a just and comprehensive system of State, county and municipal pensions); referred to Ways and Means Com. which reported reference to next Legislature.

B. OLD-AGE PENSIONS.

SENATE 229. Resolve to provide for an investigation and a report by the commission on pensions relative to old age pensions. Social Welfare Com. reported H. 2661.

HOUSE 899. To provide for a system of old age pensions. Social Welfare Com. reported reference to next Legislature on this bill, on H. 900, H. 1049, H. 1224, and H. 1550.

HOUSE 900. To establish a system of non-contributory old age pensions with an old age pension fund. Social Welfare Com. reported reference to next Legislature on this bill, on H. 899, H. 1049, H. 1224, and H. 1550.

HOUSE 1049. To provide for old age pensions. Social Welfare Com. reported reference to next Legislature on this bill, on H. 899, H. 900, H. 1224, and H. 1550.

HOUSE 1224. To provide for old age pensions. Social Welfare Com. reported reference to next Legislature on this bill, on H. 899, H. 900, H. 1049, and H. 1550.

HOUSE 1550. To provide for old age pensions. Social Welfare Com. reported reference to next Legislature on this bill, on H. 899, H. 900, H. 1049, and H. 1224.

HOUSE 1588. Resolutions relative to the creation of an old age pension fund in the several States of the United States of America. Federal Relations Com. reported leave to withdraw.

HOUSE 2659. Relative to the rate of taxation in the city of Boston. Reported by Social Welfare Com. on H. 2450, in part, (report of the special commission

appointed to devise a just and comprehensive system of State, county, and municipal pensions); rejected by H.

HOUSE 2661. Resolve to provide for securing in connection with the decennial census information relative to aged and dependent persons. Reported by Social Welfare Com. on S. 229. *See Chapter 120 (Resolves).*

C. OTHER.

HOUSE 1692. To provide pensions for the needy blind. Social Welfare Com. reported reference to next Legislature.

16. HOMESTEADS.

SENATE 447. To authorize the establishment of planning boards by towns having a population of less than ten thousand. Substituted by Com. on Bills in Third Reading in amendment of H. 299. *See Chapter 283.*

SENATE 452. Further to provide for the reclamation of wet lands. New draft of H. 1902 reported by Com. on Agriculture; amended by H. *See Chapter 596.*

HOUSE 120. Resolve to establish a commission on public improvements and assessment of betterments. Based on H. 118 (recommendations of the homestead commission). Joint Judiciary Com. reported H. 2537 on this bill and on H. 632.

HOUSE 121. Further to regulate and extend local planning boards in cities and towns. Based on H. 118 (recommendations of the homestead commission). Social Welfare Com. reported no legislation necessary on this bill, on H. 122, and H. 123.

HOUSE 122. To permit the establishment of residence districts in towns and cities. Based on H. 118 (recommendations of the homestead commission). Social Welfare Com. reported no legislation necessary on this bill, on H. 121, and H. 123.

HOUSE 123. Resolve to provide for publishing the proceedings of the first Massachusetts city and town planning conference. Based on H. 118 (recommendations of the homestead commission). Social Welfare Com. reported no legislation necessary on this bill, on H. 121, and H. 122.

HOUSE 299. To authorize the establishment of planning boards by towns of less than ten thousand population. Social Welfare Com. reported favorably; referred to Com. on Bills in Third Reading in S. which substituted S. 447 in amendment.

HOUSE 632. Resolve to provide for a commission to report upon the laws of the Commonwealth relative to the taking of property by eminent domain and assessing betterments for public improvements. Joint Judiciary Com. reported H. 2537 on this bill and on H. 120.

HOUSE 946. Resolve to provide for an amendment of the constitution empowering the General Court to authorize the taking of land to relieve congestion of population and to provide homes for citizens. Constitutional Amendments Com. reported favorably; article of amendment agreed to by H.; amended by S.; amendment concurred in by H.

HOUSE 1053. To exempt homesteads from taxation under certain conditions. Taxation Com. reported reference to next Legislature.

HOUSE 1377. To provide for the creation of a local planning board in cities and towns. Social Welfare Com. reported leave to withdraw.

HOUSE 1871. To authorize cities and towns to acquire sites for tenement and dwelling houses and to maintain thereon suitable tenements and dwellings. Social Welfare Com. reported leave to withdraw.

HOUSE 1902. To further provide for the reclamation of wet lands. Based on H. 1888 (recommendations and suggestions in the interest of agriculture, made in accordance with section eight of chapter eighty-nine of the Revised Laws). Com. on Agriculture reported new draft, S. 452.

HOUSE 2017. Relative to aid to be given to settlers upon agricultural lands. Social Welfare Com. reported leave to withdraw.

HOUSE 2537. Resolve to provide for a special commission to report uniform methods and procedure for taking land for public purposes. Reported by Joint Judiciary Com. on H. 120 and H. 632; referred to Ways and Means Com. which reported ought to pass. *See Chapter 100 (Resolves).*

17. LOANS.

SENATE 608. Relative to investments of deposits, banks, bankers, and banking. Notice to substitute in amendment of H. 1089. No standing.

HOUSE 489. Relative to the investment of deposits taken by certain persons, partnerships, associations or corporations. Banks and Banking Com. reported H. 1089 on this bill and on H. 1089.

HOUSE 492. Resolutions urging Congress to authorize loaning of deposits in postal savings banks directly to borrowers. Federal Relations Com. reported leave to withdraw.

HOUSE 761. To amend the law relating to the business of making small loans. Based on H. 760 (recommendations of the supervisor of loan agencies). Legal Affairs Com. reported no legislation necessary.

HOUSE 762. To extend the provisions of the small loans act to loans of six hundred dollars or less. Based on H. 760 (recommendations of the supervisor of loan agencies). Legal Affairs Com. reported no legislation necessary.

HOUSE 763. To amend the law relating to a tender for the discharge of loans. Based on H. 760 (recommendations of the supervisor of loan agencies). Legal Affairs Com. reported no legislation necessary.

HOUSE 1089. Relative to the investment of deposits taken by certain persons, partnerships, associations or corporations. Reported by Banks and Banking Com. on H. 489 and H. 1089; rejected by S.

HOUSE 1475. Relative to persons, firms or corporations engaged in the business of loaning money. Legal Affairs Com. reported leave to withdraw.

HOUSE 1964. Relative to small loans. Legal Affairs Com. reported leave to withdraw.

18. MECHANICS' LIENS.

HOUSE 376. Relative to liens for labor and materials on buildings and property mortgaged for specific purposes. Joint Judiciary Com. reported new draft, H. 2690, on this bill, on H. 1128, H. 1294, and H. 1451.

HOUSE 1128. To provide court procedure relating to collectors' deeds and takings. Joint Judiciary Com. reported new draft, H. 2690, on this bill, on H. 376, H. 1294, and H. 1451.

HOUSE 1142. Relative to the attachment of real and personal property. Joint Judiciary Com. reported leave to withdraw.

HOUSE 1294. Relative to liens on buildings and land. Joint Judiciary Com. reported new draft, H. 2690, on this bill, on H. 376, H. 1128, and H. 1451.

HOUSE 1451. Relative to the priority of certain mortgages over liens. Joint Judiciary Com. reported new draft, H. 2690, on this bill, on H. 376, H. 1128, and H. 1294.

HOUSE 1613. To amend the law relative to equitable process after judgment. Joint Judiciary Com. reported leave to withdraw.

HOUSE 2690. Resolve to provide for the appointment of a special commission to recommend changes in the laws relative to liens and mortgages and to tax collectors' deeds and the taking of land for taxes. New draft reported by Joint Judiciary Com. on H. 376, H. 1128, H. 1294, and H. 1451; referred to Ways and Means Com. which reported ought to pass. *See Chapter 121 (Resolves).*

19. MISCELLANEOUS.

SENATE 129. To consolidate the laws relative to the manufacture, distribution and sale of gas and electricity (provides for the reporting of accidents). Taken from the files of 1913. Public Lighting Com. reported S. 575.

SENATE 258. To unify the mortality claims of the savings and insurance banks. *See Chapter 246.*

SENATE 496. Relative to banks, bankers and banking. Banks and Banking Com. reported an order for an investigation of the subject by a joint com. Referred to Com. on Rules which reported new draft of the original order; adopted by both branches.

SENATE 575. To consolidate the laws relative to the manufacture, distribution and sale of gas and electricity (provides for the reporting of accidents). Reported by Public Lighting Com. on S. 129; amended by H. *See Chapter 742, § 164.*

HOUSE 219. To authorize labor on the Lord's Day in household gardens. Legal Affairs Com. reported leave to withdraw; H. substituted H. 219 for this report; amended and passed by H.; rejected by S.

HOUSE 262. Relative to the inspection of schools and the examination of school children. Public Health Com. reported reference to next Legislature.

HOUSE 415. To provide for the licensing of all buildings in the city of Boston. Metropolitan Affairs Com. reported leave to withdraw.

HOUSE 492. Resolutions urging Congress to authorize loaning of deposits in postal savings banks directly to borrowers. Federal Relations Com. reported leave to withdraw.

HOUSE 818. Resolve relative to conspiracies to raise the price of certain articles of food. Joint Judiciary Com. reported H. 818, changed. *See Chapter 92 (Resolves).*

HOUSE 961. Resolutions requesting Congress to pass legislation providing for public ownership and operation of coal mines. Federal Relations Com. reported leave to withdraw; H. substituted H. 961 for this report; adopted by H.

HOUSE 1228. To require lodging house keepers to report applications for lodgings by minors under seventeen years of age. Social Welfare Com. reported leave to withdraw.

HOUSE 1303. Relative to the observance of the Lord's Day. Legal Affairs Com. reported favorably; rejected by H.

HOUSE 1416. Relative to the holding of a Convention for the purpose of revising or altering the Constitution of the Commonwealth. Constitutional Amendments Com. reported leave to withdraw.

HOUSE 1626. Relative to carrying on the business of bootblacks on the Lord's Day. Legal Affairs Com. reported leave to withdraw.

HOUSE 1889. To facilitate rural credits and enlarge the powers of credit unions. Based on H. 1888 (recommendations of the State board of agriculture). Banks and Banking Com. reported no legislation necessary, in part; amended by S. *See Chapter 437.*

HOUSE 1890. Relative to the management of co-operative associations. Based on H. 1888 (recommendations of the State board of agriculture). Mercantile Affairs Com. reported no legislation necessary.

HOUSE 1943. Relative to payments by insurance companies to persons insured against accident or sickness. Insurance Com. reported leave to withdraw; H. substituted H. 1943 for this report; amended and passed by H.; rejected by S.

HOUSE 2075. Relative to the use of detectives by employers. Legal Affairs Com. reported H. 2412.

HOUSE 2292. Relative to the holding of a convention for the purpose of revising or altering the Constitution of the Commonwealth. Based on recommendation of the Governor in S. 1. Constitutional Amendments Com. reported no legislation necessary; H. 2292 substituted for this report; referred to Ways and Means Com. which reported ought not to pass; rejected by H.

HOUSE 2412. Relative to the use of detectives by railroad corporations for obtaining information affecting the conduct of employees. Reported by Legal Affairs Com. on H. 2075; recommitted by H.; S. non-concurred in recommitment; bill failed.

HOUSE 2523. Relative to the use of detectives by railroad corporations for obtaining information affecting the conduct of employees. Railroads Com.; S. referred to next Legislature.

III.

OPINIONS OF THE ATTORNEY-GENERAL ON PENDING
LEGISLATION.

1. SUPERVISION OF PLUMBING.

SENATE DOCUMENT No. 580.

DEPARTMENT OF THE ATTORNEY-GENERAL, BOSTON, May 21, 1914.

To the Honorable Senate, State House.

GENTLEMEN: — You have requested my opinion upon the following question of law: "Is it within the constitutional power of the General Court to enact a law providing that permits to perform plumbing work shall be issued only to master plumbers and that all work done under such permits shall be performed only by the master plumber himself or by such journeymen plumbers as he may directly employ and supervise?" And you have submitted with your inquiry a copy of House Bill No. 1347, entitled "An Act relative to the supervision of plumbing."

House Bill No. 1347 reads as follows:

SECTION 1. The words, master plumber, as used in chapter one hundred and three of the Revised Laws, shall be deemed to mean a person who holds a Massachusetts state master plumbers' license or certificate, and who has a regular established place of business conveniently situated and open for business during regular business hours, and who himself or by journeymen in his employ performs plumbing work for property owners, agents or tenants.

SECTION 2. Permits to perform plumbing work shall be issued only to master plumbers as herein defined, and all work done under such permit shall be performed by the master plumber himself or by such journeymen plumbers as he may directly employ and supervise.

SECTION 3. If any holder of a master plumbers' license or certificate applies for a permit to perform plumbing work and such permit when obtained is transferred or conveyed to any person or persons whoever, thereby enabling such person or persons to perform plumbing work, the board of health or inspector of buildings having jurisdiction where such permit was obtained shall report each such case to the state examiners of plumbers, who may revoke or suspend the license or certificate of any such person or persons.

SECTION 4. All acts and parts of acts inconsistent herewith are hereby repealed. The provisions of this act, in so far as they are the same as the provisions of chapter one hundred and three of the Revised Laws, shall be construed as a continuation of said chapter and not as a new enactment.

The question of constitutionality arises in regard to the first and second sections of the bill, which read as follows:

SECTION 1. The words, master plumber, as used in chapter one hundred and three of the Revised Laws, shall be deemed to mean a person who holds a Massachusetts state master plumbers' license or certificate, and who has a regular established place of business conveniently situated and open for business during regular business hours, and who himself, or by journeymen in his employ, performs plumbing work for property owners, agents or tenants.

SECTION 2. Permits to perform plumbing work shall be issued only to master plumbers as herein defined, and all work done under such permit shall be performed by the master plumber himself or by such journeymen plumbers as he may directly employ and supervise.

A "journeyman" is defined to be a "workman or mechanic who has served his apprenticeship; specifically, a qualified mechanic employed in the exercise of his trade as distinguished from a master mechanic or foreman."

This bill, if enacted, would prevent a journeyman plumber from making a contract to put the plumbing into a building or to take any other job of plumbing whatever, for the reason that no permit to do the work could lawfully be issued to him. And the bill goes further and would prevent a master plumber who was so unfortunate as not to have a regular established place of business, kept open for business during regular business hours, from making contracts for plumbing; and master plumbers who have regular places of business kept open for business during regular business hours and whose places of business are not conveniently situated are not to be regarded as master plumbers under the provisions of this bill and would also fall within its prohibition. Thus this bill is not for a whole class, but its evident aim and object is to create a class within a class; that is, out of those who hold licenses as master plumbers it proposes to create a class of master plumbers.

Article I of part the first of the Constitution of this Commonwealth declares:

All men are born free and equal, and have certain natural, essential, and unalienable rights; among which may be reckoned the right of enjoying and defending their lives and liberties; that of acquiring, possessing, and protecting property; in fine, that of seeking and obtaining their safety and happiness.

Now there are certain fundamental rights of every citizen which are recognized in the organic law of all our free American States. A statute which violates any of these rights is unconstitutional and void even though the enactment of it is not expressly forbidden.

Commonwealth v. Perry, 155 Mass. 117.

Under the police power, legislation to protect the health, morals or safety of the community may be enacted, but that power does not extend beyond these limits, and legislation under the police power must bear a genuine relation to some one of the three subjects named. It necessarily follows that only such regulations will be sustained as are in fact necessary to the preservation of the public health, morals or safety, and the courts will declare arbitrary provisions invalid.

Cotter v. Doty, 5 Ohio, 393.

If, then, it be admitted that for the preservation of the public health men who seek to work at the business of plumbing should be required to pass an examination and procure a license, that comes far short of justifying an interference with the way in which a man who has passed the examination and obtained a license shall conduct his business. Nor does such an admission afford a reason for prohibiting such a man from carrying on his business as he sees fit in regard to location and in every other particular so long as he is within the law.

This proposed bill, if enacted, will interfere with the freedom of contract of journeymen plumbers, and, as above indicated, of certain master plumbers and of such property owners as may desire to make a contract for plumbing with a journeyman plumber, or with a master plumber who has no regular place of business or whose place of business may, in the judgment of some one whose personality is not disclosed by the bill, be inconveniently located.

Freedom of contract is not expressly mentioned in the Constitution, but the Supreme Judicial Court has declared that the right to acquire, possess and protect property, as set forth in article I of the Constitution, above quoted, includes the right to make reasonable contracts which shall be under the protection of the law.

Commonwealth v. Perry, 155 Mass. 117.

The Constitution declares that all men have an unalienable right of seeking and obtaining their safety and happiness. Included in this right is the right to liberty in the choice of occupation and to conduct and advertise it in any legitimate manner and subject only to such restraints as are necessary to the health, morals and safety of the community.

Slaughter-House Cases, 16 Wall. 36.

Dexter v. Blackden, 93 Me. 473.

People v. Coldwell, 168 N. Y. 671.

Allgeyer v. Louisiana, 165 U. S. 578.

“Liberty,” as that term is used in the Constitution, means not only freedom of the citizen from servitude and restraint but is deemed to embrace the right of every man to be free in the use of his powers and faculties and to adopt and pursue such avocation or calling as he may choose, subject only to the restraints necessary to secure the common welfare.

Frorer v. People, 141 Ill. 171.

Commonwealth v. Perry, *supra*.

People v. Gillson, 109 N. Y. 389.

Ruhstrat v. People, 49 L. R. A. 181.

Our Supreme Judicial Court has said:

Constitutional liberty means “the right of one to use his faculties in all lawful ways, to live and work where he will, to earn his livelihood in any lawful calling, and to pursue any lawful trade or avocation.”

O’Keefe v. Somerville, 190 Mass. 110.

For one to be a master plumber within the provisions of this proposed measure he must have a regular established place of business conveniently situated. To whom must it be conveniently situated? Whose convenience is referred to in the bill? Whose convenience must a man consult in setting up his plumber’s shop? and whose judgment is to prevail as to whether the business is conveniently situated or not? This provision, if enacted, will constitute a gross violation of the constitutional guaranty of personal liberty.

Article IV of section 1 of chapter 1 of part the second of the Constitution confers authority on the General Court to make, ordain and establish all manner of wholesome and reasonable orders, laws, statutes and ordinances. The provision of this bill last referred to is so clearly unreasonable as, in my opinion, to be inimical to this provision of the Constitution.

It is my opinion that your question must be answered in the negative, and that this bill, if passed, will be unconstitutional.

Very truly yours,

THOMAS J. BOYNTON,

Attorney-General.

2. INJUNCTIONS.

SENATE DOCUMENT No. 611.

DEPARTMENT OF THE ATTORNEY-GENERAL, BOSTON, JUNE 22, 1914.

To the Honorable Senate, State House.

GENTLEMEN: — You have submitted a copy of House Bill No. 2513, and in connection therewith have requested my opinion upon several questions. That part of the proposed bill involving constitutional questions, and the part to which your questions relate, is found in the first section, which reads as follows:

It shall not be unlawful for persons employed or seeking employment to enter into any arrangements, agreements or combinations with the view of lessening the hours of labor or of increasing their wages or bettering their condition; and no restraining order or injunction shall be granted by any court of the Commonwealth of Massachusetts or by any judge thereof in any case between an employer and employees, or between employers and employees, or between persons employed and persons seeking employment, or involving or growing out of a dispute concerning terms or conditions of employment, or any act or acts done in pursuance thereof, unless said injunction be necessary to prevent irreparable injury to property or to a property right of the party making the application, for which there is no adequate remedy at law; and such property or property right must be particularly described in the application, which must be sworn to by the applicant or by his agent or attorney.

In construing this act, the right to enter into the relation of employer and employee, to change that relation, and to assume and create a new relation for employer and employee, and to perform and carry on business in such relation with any person in any place, or to do work and labor as an employee, shall be held and construed to be a personal and not a property right. In all cases involving the violation of the contract of employment by either the employee or employer where no irreparable damage is about to be committed upon the property or property right of either no injunction shall be granted, but the parties shall be left to their remedy at law.

Your questions are as follows:

1. Are the rights above mentioned personal rights or property rights?
2. If they are property rights, is it within the constitutional power of the General Court to provide that they may be considered as personal rights for the purposes of the act above mentioned or for any other purpose?
3. Are the provisions of House Bill No. 2513 constitutional?

In response to your first inquiry I have to say that the decisions of the Supreme Judicial Court of this Commonwealth leave this question

somewhat in doubt. This question has been considered by political economists, by law writers, by the Federal courts and by courts of last resort in several of the States of the Union. The right to become an employee, the right to labor, the right to sell one's labor and to contract for the sale of it have received much and careful consideration.

The property which every man has in his own labor, says Adam Smith, as it is the original foundation of all other property, so it is the most sacred and inviolable. The patrimony of the poor man lies in the strength and dexterity of his own hands, and to hinder him from employing his strength and dexterity in what manner he thinks proper, without injury to his neighbor, is a plain violation of this most sacred property. It is a manifest encroachment upon the just liberty both of the workman and those who might be disposed to employ him.

Smith's *Wealth of Nations*, book I, p. 10, part 2.

Like expressions are found in the decisions of the courts. A brief review of the authorities may be useful.

Labor is the primary foundation of all wealth. The property which each one has in his own labor is the common heritage, and as an incident to the right to acquire other property, the liberty to enter into contracts by which labor may be employed in such way as the laborer shall deem most beneficial, and of others to employ such labor, is necessarily included in the constitutional guaranty.

Low v. Rees Printing Co., 41 Nebr. 127, 146.

The right to use, buy and sell property, and contract in respect thereto, including contracts for labor, — which is, as we have seen, property, — is protected by the constitution.

State v. Goodwill, 33 West Va. 179, 184.

The labor and skill of the workman, be it of high or low degree, the plant of the manufacturer, the equipment of the farmer, the investments of commerce, are all, in equal sense, property.

State v. Stewart et als., 59 Vt. 273, 289.

Labor is property, and the laborer has the same right to sell his labor, and to contract with respect thereto, as has any other property owner. The right to labor or employ labor, and make contracts in respect thereto upon such terms as may be agreed upon between the parties, is included in the constitutional guaranty.

Ritchie v. People, 155 Ill. 98.

The privilege of contracting is a personal and a property right.

Frorer v. People, 141 Ill. 171.

Liberty is freedom from all restraints but such as are justly imposed by law. Beyond that line lies the domain of usurpation and tyranny. Property is everything which has an exchangeable value, and the right of property includes the power to dispose of it according to the will of the owner. Labor is property, and as such merits protection. The right to make it available is next in importance to the rights of life and liberty.

Justice Swayne in *Slaughter-House Cases*, 16 Wall. 127.
In re Marshall, 102 Fed. 323.

Freedom of contract, being a constitutional right, it follows also as to contract for labor or employment. Furthermore, this has been frequently held to be a property right also, and as such would be further protected by the constitutions of the states which expressly recognize the right to property.

Stimson's Handbook to the Labor Laws of the United States, p. 15.

In a double way the freedom of the labor contract is a constitutional right, both as part of the man's personal liberty and as necessarily resulting from the view that labor is property. Other contracts, perhaps, rest on the second principle, but the labor contract involves also the principle of personal liberty, and might remain though private property were abolished.

In a Massachusetts case the petitioners brought their petition in equity, setting forth that they were weavers by trade and had been employed by a corporation in Fall River; that they demanded higher wages, which the corporation refused to pay; that they then quit work; that the defendants, who were the treasurer and superintendent of the corporation, sent the names of the petitioners to the officers of other mills in Fall River, on a list which is called a black list, which informed these officers that the petitioners had left the corporation by which they had been employed, on what is called a strike; and that thereupon the defendants conspired together with the officers of other mills and agreed not to employ the petitioners, with intent to compel them either to go without work in Fall River or to go back to their former employer at such wages as that corporation should see fit to pay them; and praying that the respondents be restrained from annoying the petitioners and interfering with their rights to earn their livelihood at their trade in Fall River; and that they be enjoined to withdraw and destroy all black lists or other devices issued by them or their orders mentioning the names of the petitioners.

In this case the petitioners complained of an interference with their right to sell their labor, and in beginning the action proceeded on the theory that labor is property and the right to sell it is a property right.

The Supreme Judicial Court, speaking by Chief Justice Field, in the discussion of the case said:

It is plain, however, that the petition was drawn with a view to obtain some equitable relief. It is well known that equity has, in general, no jurisdiction to restrain the commission of crimes, or to assess damages for torts already committed. Courts of equity often protect property from threatened injury when the rights of property are equitable, or when, although the rights are legal, the civil and criminal remedies at common law are not adequate, but the rights which the petitioners allege the defendants were violating, at the time the petition was filed, are personal rights, as distinguished from rights of property.

Worthington v. Waring, 157 Mass. 421, 423.

In a later case a bill in equity was filed by the officers and members of the voluntary association known as Union 257, Painters and Decorators of America of Springfield, Massachusetts, against the officers and members of the voluntary association known as Union 257, Painters and Decorators of America, seeking to restrain the defendants from any acts or the use of any methods tending to prevent the members of the plaintiff association from securing employment or continuing in their employment. The court said:

The right involved is the right to dispose of one's labor with full freedom. This is a legal right, and it is entitled to legal protection. Sir William Erle in his book on Trade Unions, page 12, has stated this in the following language, which has been several times quoted with approval by judges in England: "Every person has a right under the law, as between him and his fellow subjects, to full freedom in disposing of his own labor or his own capital according to his own will. It follows that every other person is subject to the correlative duty arising therefrom, and is prohibited from any obstruction to the fullest exercise of this right which can be made compatible with the exercise of similar rights by others. Every act causing an obstruction to another in the exercise of the right comprised within this description — done, not in the exercise of the actor's own right, but for the purpose of obstruction — would, if damage should be caused thereby to the party obstructed, be a violation of this prohibition."

Plant v. Woods, 176 Mass 492, 498.

In another Massachusetts case the court said:

The primary right of the plaintiff to have the benefit of his contract and to remain undisturbed in the performance of it is universally recognized. The right to dispose of one's labor as he will, and to have the benefit of one's lawful contract, is incident to the freedom of the individual, which lies at the foundation of the government in all countries that maintain the principles of civil liberty. Such a

right can lawfully be interfered with only by one who is acting in the exercise of an equal or superior right which comes in conflict with the other. An intentional interference with such a right, without lawful justification, is malicious in law, even if it is from good motives and without express malice. *Walker v. Cronin*, 107 Mass. 555, 562. *Plant v. Woods*, 176 Mass. 492, 498. *Allen v. Flood*, (1898) A. C. 1, 18. *Mogul Steamship Co. v. McGregor*, 23 Q. B. D. 598, 613. *Read v. Friendly Society of Operative Stonemasons*, (1902) 2 K. B. 88, 96. *Giblan v. National Amalgamated Labourers' Union*, (1903) 2 K. B. 600, 617.

Berry v. Donovan, 188 Mass. 353, 355.

In a case in which a bill in equity was filed by a corporation seeking to restrain certain individuals from combining and conspiring by threats or intimidation to prevent any person or persons from entering the employ of the plaintiff or remaining therein, and particularly by the imposition of fines and penalties upon certain members of trades unions who desired to work for the plaintiff, the court said:

It will probably be found . . . that the natural expectancy of employers in relation to the labor market and the natural expectancy of merchants in respect to the merchandise market must be recognized to the same extent by courts of law and courts of equity and protected by substantially the same rules. It is freedom in the market, freedom in the purchase and sale of all things, including both goods and labor, that our modern law is endeavoring to insure to every dealer on either side of the market. And in *Atkins v. Fletcher Co.*, 20 Dick. 658, 664, the same judge says: The elemental right of the employer of labor which the courts recognize to-day no doubt is the right to employ, while the corresponding right of the workman is the right to be employed. In other words, the right to buy labor and the right to sell labor are recognized by the law, and their enjoyment is greatly impaired or destroyed unless freedom in the labor market — freedom on both sides of the labor market — is maintained. Each party to a contract for the sale of labor has an interest in the freedom of the other party with respect to making the contract.

L. D. Willcutt & Sons Co. v. Driscoll, 200 Mass. 110, 117.

It will be seen that the Massachusetts cases, with the exception of the case of *Worthington v. Waring supra*, without expressly deciding whether the rights referred to in your first question are property rights or personal rights, have consistently treated them as valuable legal rights and entitled to the protection of courts of equity as well as of law. The great weight of authority is in favor of the proposition that the rights specified are property rights, and it is my opinion that your first question must be answered affirmatively so far as the right to enter into the relation of employer and employee is concerned.

The proposed bill provides for the right to change the relation of employer and employee and create a new relation for employer and employee, and to perform and carry on business in such relation with any person in any place, and your first question may be understood to include this "new relation," whatever it may be; but as the "new relation" mentioned in the bill is not described or defined therein, and I have no means of knowing what it may be, I express no opinion in regard to it.

In your second question you ask whether it is within the constitutional power of the General Court to provide that the rights above referred to may be considered as personal rights, for the purposes of the act above mentioned or for any other purpose. I suggest that so far as yet appears the Legislature is not concerned with the question as to whether these rights may be considered as personal rights for any purpose other than those disclosed in the bill. I shall therefore confine myself chiefly to the consideration of that question. Generally speaking, however, it is my opinion that property rights may not be regarded as personal rights so as to deprive their owners of constitutional safeguards and guaranties. The purpose of this proposed bill, however, is to prohibit the use of the writ of injunction in labor troubles. The answer to this question depends in large measure upon the question of the constitutionality of the bill, which is your third inquiry. If the general purposes of the bill are constitutional then it may be constitutional to regard property rights as personal rights for the purposes of this bill, and this leads to the consideration of the constitutionality of the bill as a whole.

As I have stated, the purpose of the bill appears to be to prohibit the use of the injunction in labor disputes. A "writ of injunction" has been defined as, —

A prohibitory writ, issued by the authority and generally under the seal of a court of equity, to restrain one or more of the defendants or parties, or quasi parties, to a suit or proceeding in equity, from doing, or from permitting his servants or others who are under his control to do, an act which is deemed to be inequitable so far as regards the rights of some other party or parties to such suit or proceeding in equity.

Bouvier's Law Dictionary.

It is a remedial writ which courts issue for the purpose of enforcing their equity jurisdiction.

Bispham's Principles of Equity.

The jurisdiction or authority to grant or issue writs of injunction in the States of the American Union must be and is either constitutional or statutory. Hence it is said that a court or judge in granting an injunction is limited in jurisdiction by the terms of the constitution or statutes conferring the power.

Joyce on Injunctions, vol. I, § 47b.

The writ of injunction is issued by courts for the purpose of enforcing their equity jurisdiction.

Now, the Constitution of this Commonwealth does not confer upon the courts any equity jurisdiction whatever. Even the Supreme Judicial Court has never had any equity jurisdiction except as it was conferred by act of the Legislature.

Tirrell v. Merrill, 17 Mass. 117.

Dwight v. Pomeroy, 17 Mass. 303.

In this State the Supreme Court has no jurisdiction in equity except as has been given by statute.

Johnson v. Whitwell, 7 Pick. 71.

Campbell v. Sheldon, 13 Pick. 8.

Holland v. Cruft, 20 Pick. 321.

Fish v. Slack, 21 Pick. 361.

Goodrich v. Staples, 2 Cush. 258.

Livermore v. Aldrich, 5 Cush. 431.

Hunt v. Moore, 6 Cush. 1.

Boyden v. Partridge, 2 Gray, 190.

Wheatland v. Lovering, 10 Gray, 16.

The authority and jurisdiction to issue writs of injunction is granted by statute and has from time to time been extended, regulated and limited by statute. In this Commonwealth the jurisdiction to issue writs of mandamus and prohibition was conferred by statute, St. 1782, c. 9, § 2, as follows:

That the same Supreme Judicial Court may by Certiorari or other legal Methods, cause to be brought before them as well Indictments or other criminal Prosecutions pending in, as the Records of Sentences, Orders, Decrees and Judgments of any Court of inferior criminal Jurisdiction, and to proceed, order and award thereon, as shall be by Law provided and directed. And the said Supreme Judicial

Court is empowered to impose and administer all Oaths, as well those that are necessary for promoting Justice between Party and Party, as those necessary to the Conviction and Punishment of Offenders; and to punish at the reasonable Discretion of the Court, all contempts committed against the Authority of the same: And the said Court shall have Power to issue all Writs of Prohibition and Mandamus, according to the Law of the Land, to all Courts of inferior Judiciary Powers, and all Processes necessary to the furtherance of Justice, and the regular Execution of the Laws.

Jurisdiction conferred by statute may unquestionably be limited, regulated or taken away by statute.

Referring once more to your second question, as I have above indicated, property rights may not be held to be personal rights for the purpose of depriving property of the security guaranteed by the Constitution, but the proposed measure provides that certain rights shall be held to be personal rights for the purposes of this act, and the purposes of the act being to prohibit the use of the writ of injunction in labor disputes, and the right to this writ being, as above stated, not a constitutional but a statutory right; though the provision of the act referred to in your second question may be of doubtful constitutionality, still, under the rule that doubt as to the construction of a statute must be resolved in favor of its constitutionality, I am of the opinion that your second question should be answered affirmatively.

In connection with the question as to the constitutionality of this measure my attention has been directed to that clause of the Fourteenth Amendment of the Constitution of the United States which provides that no State shall deny to any person the equal protection of the laws.

The Supreme Court of the United States has repeatedly held that this clause of the Fourteenth Amendment does not operate to prohibit the State from establishing its own police regulations; that State laws relating to the health, safety or morals of the people may be enacted as freely as before the adoption of this amendment; and further, that this amendment does not interfere with the classification of the citizens of a State as a matter of public policy of the State.

It is not the purpose of the Fourteenth Amendment . . . to prevent the States from classifying the subjects of legislation and making different regulations as to the property of different individuals differently situated. The provision of the Federal Constitution is satisfied if all persons similarly situated are treated alike in privileges conferred or liabilities imposed.

Classification (by legislation) is not invalid because not depending on scientific or marked differences in things or persons or in their relations. It suffices if it is practical, and is not reviewable unless palpably arbitrary.

Orient Insurance Co. v. Daggs, 172 U. S. 562.

When legislation applies to particular bodies or associations, imposing upon them additional liabilities, it is not open to the objection that it denies to them the equal protection of the laws, if all persons brought under its influence are treated alike under the same conditions.

Missouri Ry. Co. v. Mackey, 127 U. S. 209.

The right to the equal protection of the laws was certainly not denied, for it is apparent that the same law or course of procedure is applicable to any other person in the State, under similar circumstances and conditions.

Tinsley v. Anderson, 171 U. S. 106.

This proposed bill selects and classifies the property rights therein specified, and by roundabout phraseology denies to those rights the benefit and protection of the writ of injunction in cases of labor trouble. Though the threatened damage be great and irreparable the writ is not to issue for their protection if this bill becomes law. The bill contemplates a radical change in our law and a new departure in the public policy of the Commonwealth, but, as I have stated, the right of property to the protection of the writ of injunction is a statutory right and is not a right guaranteed by the Constitution.

The result of my examination of authorities in connection with your inquiry is that I do not find that this bill is obnoxious to any constitutional provision.

Very truly yours,

THOMAS J. BOYNTON,
Attorney-General.

IV.

RECOMMENDATIONS CONCERNING LABOR IN THE INAUGURAL ADDRESS OF GOVERNOR WALSH, 1914.

1. CONSTITUTIONAL CONVENTION.

It has been more than half a century since the people of Massachusetts have considered their constitution as a whole for the purpose of revising it and making it consistent with the conditions of the day. The strong public demand for certain changes in our Constitution compels the Legislature, year after year, to consider the same proposals for its amendment. The time of committees and of the Legislature itself is consumed, the length of the session is extended, and the normal business of legislation is embarrassed by these constantly recurring demands. The failure of the Legislature to act on them only incites their advocates to more vigorous insistence, and tends to foment distrust of our representative government among a large body of intelligent, patriotic citizens.

Therefore, I recommend that the Legislature cause to be assembled with the consent of the electorate a body of citizens, who shall be selected without party designation, to formulate amendments to our Constitution, which, submitted to the voters of the State, will tend to settle otherwise irrepressible controversies, and will make our Constitution conform more nearly to the needs and to the public opinion of the day.

The following proposals I suggest as the most persistently pressing for constitutional authority:

.

5. Rights of cities and towns to deal in necessities of life in times of public distress.

.

8. Homestead legislation, whereby the Commonwealth may help people of small means to acquire homes of their own.

.

10. The making of workmen's compensation compulsory.

2. WORKMEN'S COMPENSATION ACT.

The Workmen's Compensation Act has now passed the experimental stage in operation and has demonstrated the wisdom of its enactment. There is no longer even serious denial that the old employers' liability system, based upon negligence, was unjust in part and inconsistent with

modern industrial conditions, and so unworthy of any humane and intelligent people that the result has been the acknowledgment by the State of a new responsibility to the victims of industrial injury.

The compensation act was drawn upon conservative lines, limiting the scope of its benefits in order to impose no undue burden upon employers which might be prohibitive of industry. Experience and study here and in other Commonwealths now warrant the recommendation of changes in the law which will increase the measure of its benefits to the employee, and of the enactment of legislation to provide for regulation by the State of liability insurance companies to protect the employer against unjust and excessive rates.

I therefore recommend the following amendments to the act:

First. — That compensation paid under the act be increased from half wages to 65 per cent. of the average weekly wage of the injured employee, the minimum and maximum payments to remain as at present.

Second. — That payments to dependents in fatal injury cases be extended to cover a period of five hundred weeks from the date of the injury, the maximum payment not to exceed \$4,000.

Third. — That payments on account of partial incapacity be extended to cover a period of five hundred weeks from the date of injury.

Fourth. — That in the payment of compensation by a lump sum the Industrial Accident Board may be given the power to fix the sum to be paid, so that the matter of agreement as to payment of compensation by a lump sum shall not be a matter of bargaining between the employee and the insurer.

Fifth. — That the act may be amended so that it may be given extra-territorial effect by express legislative intent.

Sixth. — That the Industrial Accident Board be given the power to require the payment of bills for medical, surgical and hospital attendance beyond the first two weeks after the injury in cases in which in its judgment such attendance is required.

Seventh. — That compensation and payments be so readjusted that a youth who loses an arm, or suffers a serious impairment of like nature, shall receive such compensation as shall enable him to provide for his future by receiving a training in a self-sustaining occupation.

Eighth. — That the Board shall have the same power to fix rates and the same supervision over liability insurance companies as the Public Service Commission now has over the railroads of the State, and that the Board have the necessary power to obtain all information required by it from such insurance companies.

In connection with the last recommendation it should be called to your attention that investigations of the Industrial Accident Board have shown that of each dollar of premium paid under the Workmen's Compensation Act 45 cents has been paid in losses and 55 cents is retained by the insurance company for their various purposes. This average is the amount the insurance companies claim they must have to do business, but this should not be a matter of mere guesswork; the rates should be reasonable and consistent with the public interest. The need of adherence to this principle was emphasized in the results of special study begun in November, 1912, by the Accident Board, which showed that only 12 per cent. of the premiums charged went to pay claims under the act. When, in January, 1913, the report of the results of this inquiry was to be submitted to the Governor, the insurance companies, which up to that time had been protesting that the rates were not high enough, made a horizontal reduction of 25 per cent., effective after July 1, 1912. The reduction was a horizontal reduction, and, while in some cases entirely justified, was in the greater number of cases wholly inadequate. This action in itself, taken with the fact that reductions since made make the total reduction 35 per cent. of the rate originally charged, points to the necessity of the regulation of the companies by the Board which is administering the act.

This need for regulation extends also to fire and life insurance. The first act of the workman in buying his home is to insure his house against fire, otherwise no workman could own a home. Recent inquiries have shown that competition for fire insurance business and waste resulting therefrom have opened the door in the United States for arson and crime, and the nation pays the bill. The waste of fire loss in this country is a burden which bears heavily on industry, and is not tolerated in European countries. The prudent workman with a family regards it as a necessary expense to be protected by insurance in case of death. The abuse of life insurance, and the improper use of capital and surplus in the hands of life insurance companies, is an old story, and this waste, which might be removed by regulation, should not be permitted to continue.

3. INVESTIGATION OF LABOR DISPUTES.

Public opinion in nine cases out of ten will determine the issue of strikes when their causes are understood, and neither the employer nor the employees will dare to be wrong when they know that public authorities will investigate the facts and make them publicly known. This is a species of moral compulsion which is wholesome, and cannot be objection-

able to workmen who want to be right; nor will it burden the Massachusetts employers with restrictions not imposed on competition in other States, for the competition will always be one of the facts in issue, to be investigated and reported upon by the investigators.

Thus, while not jeopardizing the equilibrium between our own industries and those of sister States, we would take a long step towards industrial peace. Such investigation is not an invasion of private rights, and is a simple and effective method of securing the peace of the community. I am unalterably opposed to compulsory arbitration, but favor amending our present laws so as to insure compulsory investigation and reports placing the blame for labor disputes.

I also recommend that the act of last year, giving to members of the State Board of Conciliation and Arbitration the power to summon witnesses, administer oaths, take testimony and compel the production of books and papers, be extended to the local boards of conciliation and arbitration created by chapter 514 of the Acts of 1909.

4. CONSOLIDATION OF COMMISSIONS.

I believe that paid boards should be reduced in number wherever possible. Division of responsibility is inevitable upon large commissions. There is no paid board the work of which cannot be performed by three members. There are some commissions which could well be reduced to one member without in the least impairing their efficiency. The work of such paid boards as . . . the Board of Labor and Industries . . . and the Industrial Accident Board could be performed with efficiency by three members, and a substantial saving made in salaries to the taxpayers of the State.

In nearly every case where five instead of three commissioners have been provided for there has been a political motive involved. The first legislation suggested for the Industrial Accident Board, . . . was for three members, and the increase of two members was not so much to strengthen or add to the efficiency of the work of these Boards ¹ as it was to provide places for aspirants.

5. RURAL CREDITS AND CO-OPERATION.

Farmers of Massachusetts do not desire to borrow money more cheaply than at the usual rate of business houses, but they should borrow money as easily and as cheaply. Present methods are cumbersome and expensive,

¹ Refers to various boards, certain of which are not cited in paragraphs quoted.

and legislation which would relieve the farmers from the present burden is highly desirable.

There has recently appeared a great interest in farmers' co-operative societies and schemes for rural credit. I suggest that we should give these propositions the most careful consideration, and see that only beneficial legislation is enacted.

6. AGRICULTURAL EDUCATION.

Children of our rural population should have equal opportunities for obtaining the same kind of education that the children have who live in the larger and more prosperous communities of the Commonwealth. There is immediate need that rural education in Massachusetts should be greatly improved. In the country schools the salaries of teachers are low, and not all of the teachers employed have had proper training. In many instances schoolhouses and their adjuncts are in deplorable condition, and school committees are at times indifferent. It is desirable also that agricultural education be developed in the district schools to meet the ends of rural communities.

Before passing from this subject let me request that the legislation of this year dealing with the problems of our farmers may mean more encouragement, more kindly assistance and less unnecessary requirements.

The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

LABOR BULLETIN No. 103

(Being Part VII of the Annual Report on the Statistics of Labor for 1914)

WAGES AND HOURS OF LABOR IN THE PAPER AND WOOD PULP INDUSTRY IN MASSACHUSETTS



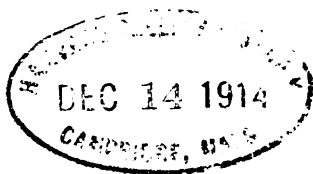
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WAGES AND HOURS OF LABOR IN THE PAPER AND WOOD PULP INDUSTRY IN MASSACHUSETTS.

I.

INTRODUCTION AND GENERAL SUMMARY.

INTRODUCTORY.

This report shows earnings and hours of labor of employees in all of the paper mills in Massachusetts¹ and is the result of an inquiry made by this Bureau under the law governing its general duties and in pursuance of a policy adopted several years ago of making an annual study of wages paid and hours worked by the wage-earners of Massachusetts. The paper and wood pulp industry was selected for the study because of its importance, it being one of the five principal industries of this Commonwealth.²

The information on which this report is based was secured, with but one exception, directly by our Special Agents who visited every paper mill in Massachusetts and in many cases personally copied the desired data from the pay-rolls. In a limited number of cases the pay-rolls were copied by the firm and verified chiefly by inspection of the books. The data here given represent, therefore, authentic information from original records.

The information as to wages and hours presented in this report represents the conditions existing in the first part of October, 1912, the data for time-workers and shift-workers being obtained for the pay-week ending between September 28 and October 5, while for piece-workers the hours worked and amount of actual earnings were obtained for three of the four weeks ending September 21, 28, October 5 or 12. In all cases where three weeks' earnings were secured, the individual earnings have been divided by three in order to reduce them to a weekly basis for ready comparison. It is important, however, to understand that the data also

¹ The report of this Bureau on the Statistics of Manufactures for 1912 shows 91 establishments engaged in this manufacture in Massachusetts. Three small establishments were not in operation at the time this inquiry was made (October, 1912) and two were engaged in the manufacture of articles composed of material other than paper. These latter mills manufacture a leatherboard composition and the United States Bureau of the Census has classified these establishments under the paper and wood pulp industry because of the similarity between this composition and cardboard. As there is absolutely no paper in the composition this Bureau decided to omit these mills from this inquiry.

² The other four leading industries of Massachusetts are: Boots and Shoes, Woolen and Worsted Goods, Cotton Goods, and Leather — Tanned, Curried, and Finished.

represent to a considerable degree the conditions existing in March, 1914, for the reason that the statistics were gathered as of October, 1912, or after the general increase in wages which took place in the industry in May, 1912, and that as the result of a supplementary inquiry (begun in January and completed in March, 1914) it was found that only 417 employees in 15 mills had received changes in weekly rates of wages — 309 receiving increases and 108 receiving decreases — the average net increase per employee being 57 cents for a full-time week. Between October, 1912, and February, 1914, 514 employees in 12 mills received changes in weekly hours of labor, 430 men being granted reductions averaging 10.2 hours a week, 59 women being granted reductions averaging 3.3 hours a week, while 25 men had their weekly hours increased, the average amount of increase being 7.1 hours a week. During this same period six mills, employing 183 shift-workers, changed from the two-shift to the three-shift system, increasing the number of their shift-workers from 183 to 259, an increase of 76, or 41.5 per cent. The aggregate amount of the pay-rolls for these six mills for the representative week in October, 1912, was \$11,657.29. Since the rates of wages of the day-workers in these six mills were not changed between October, 1912, and March, 1914, we may assume for purposes of comparison that the pay-roll for the day-workers was the same on both dates. Our supplementary inquiry of March, 1914, then shows that on account of the change from a two-shift to a three-shift basis the aggregate amount of the pay-rolls (computed on a *full-time* basis for the shift-workers) of these six mills had increased from \$11,670 to \$12,599, or 8.0 per cent.

It was found in the tabulation of the data obtained in our supplementary inquiry that the general changes in wages and hours of labor would affect but very little the general results shown in this report. The average full-time weekly earnings of those employees who received changes in weekly rates of wages during the period, October, 1912, to March, 1914, were \$12.23 for males and \$6.04 for females in October, 1912, and \$12.66 for males and \$6.94 for females in March, 1914. The average customary working time of the 430 men who received changes in hours of labor during the same period were 61.1 hours a week for males and 54.7 hours a week for females in October, 1912, and 52.0 hours for males and 51.4 hours for females in March, 1914.

The information obtained in the original inquiry as to earnings and hours of labor from the 86 paper and wood pulp mills in operation in Massachusetts in October, 1912, is presented in this report for 13,871 employees, of whom 9,331 were males and 4,540 were females. The average number of persons employed, according to this Bureau's Annual Report

on the Statistics of Manufactures for 1912, was 14,096, the number varying from 13,699 in January to 14,344 in December, while the average number employed in October, 1912 (the month for which the data for this report on earnings and hours was obtained) was 14,330.¹

In a number of cases, especially for piece-workers, it was found impossible to utilize all the information for all of the inquiries, because of the fact that in many establishments no adequate record of the time worked during the period called for could be furnished. All data which for this or other causes could not be collected, were excluded from the tabulation, and in the case of the 1,028 employees whose hours could not be obtained, we have used the data, wherever possible, in showing weekly earnings. In this report, therefore, we have presented complete data for a representative week² relating to weekly earnings, customary³ working hours, and the customary number of days worked per week, for 13,871 employees, while hourly earnings and actual³ weekly hours and days worked in a representative week are presented for 12,843 employees. The reader should bear in mind that this presentation does not take account of the *rates* of wages, *i.e.*, the amount of money paid to an employee for a specified period of time, if on time-work, or for a specified quantity of work, if on piece-work, but shows the *actual earnings*, that is, the sum actually received by the employees whether fully employed or not.

The material in regard to hours of labor and weekly earnings in the mills investigated, as secured from the pay-rolls, has been tabulated in detail and in summary form in a series of general tables presented at the end of this report. This material has also been summarized for use in connection with the following text discussion.

¹ Data relative to earnings and hours of labor were secured from pay-rolls for 274 employees (making a total of 14,146) which were not used in this report. Of these 274 employees, 174 (123 males and 51 females) were office clerks, stenographers, bookkeepers, superintendents, etc.; 35 (six males and 29 females) were paper-box makers; 48 (males) were paper coaters; 13 (males) were Saturday night or Sunday watchmen and were paid for only one day's work; two (males) were employed in connection with welfare work; and for two (males) the data were incomplete.

² The term "representative week" as used in this report means the week covered by this inquiry, *i.e.*, the week for which the data were taken from the pay-rolls of the paper mill by the agents of this Bureau.

³ The terms "customary working time" and "customary hours" as used in this report mean the regular full-time hours, while the term "actual hours" means the number of hours actually worked in the representative week for which pay-rolls were obtained in this inquiry.

I. SUMMARY OF RESULTS OF INQUIRY.

During the representative week in October, 1912, *i.e.*, the week for which the pay-roll data were obtained by this Bureau, over one-sixth (17.1 per cent) of all the paper-mill workers worked over 60 hours a week; nearly one-fourth (23.5 per cent) of the male employees worked over 60 hours a week; 40.3 per cent of all employees worked over 54 hours; and 55.3 per cent of the male employees worked over 54 hours. In October, 1912, there were 1,254 male employees who customarily worked two shifts, or an average of 12 hours a day.

Our supplementary inquiry, made in March, 1914, showed that the total number working on the two-shift system had been reduced to 1,071, and several of those mills which still continued on the two-shift system were already endeavoring to make a change to the three-shift system. Men on the two-shift system usually work from 7 A.M. to 6 P.M. when on the day-shift and from 6 P.M. to 7 A.M. when on the night-shift, and every week change from the day-shift to the night-shift, or vice versa, which consequently requires them to accustom themselves to the changed conditions of eating and sleeping. It is also to be noted that unless sufficient provision be made by the mills for additional help, shift-workers may be called upon at the end of their shift to work for several hours until some repair job is completed or to work in the place of absent workmen, and thus be obliged to remain on duty for an excessive number of hours beyond a normal day.

During the inquiry, those in charge of the mills, in their discussions with the representatives of the Bureau, frequently emphasized the fact that the men working these long hours are not kept busy all the time. To a considerable extent this may be true, although the opinions of the workers and the employers do not always agree on this subject. At any rate, the employees in question are on duty and subject to orders during the entire period, and they are not (except in rare instances¹) allowed to leave the plant. It is not, therefore, simply the character or the continuity of the work, but the fact that in the case of the 12-hour-a-day-man, one-half of each working day is spent on duty in the mills, which is of significance to the worker and his family. Occasional extended periods of overtime serve to increase these customary full-time hours, — 260, or 20.7 per cent of the two-shift workers, having worked overtime in a representative week, their average *customary full-time* hours being 64.9, while their average hours *actually worked* were 75.6.

¹ Machine tenders are sometimes held responsible for their product, even though they may be allowed to leave the mill.

For years past the general tendency in manufacturing industries, as well as in other groups of trades or business, has been toward a shorter working day. Years ago the 10-hour day became almost a standard; since that time further reductions have brought the working day to nine, and in many cases to eight hours, and this reduction has been accompanied by a part-holiday on Saturday. In the paper mills of Massachusetts it was found by our inquiry that 23.5 per cent of the male employees actually worked over 60 hours a week; also, that 55.3 per cent actually worked over 54 hours a week; on the other hand it should be noted that the customary working time of 28.2 per cent of the male employees was 48 hours and under, while 27.4 per cent actually worked 48 hours and under.

In this connection, and indeed with respect to the facts presented in general in this report, an important consideration to be borne in mind is the peculiar character of the paper industry which differentiates it from nearly every other industry in Massachusetts, namely, the necessity of continuous operation of machinery due to inherent difficulties in the nature of the work; that is, the stock or pulp must be run off into the finished paper, if possible, before shutting down the machinery, since to allow the latter to become cold would necessitate often from two hours to half a day before the plant could be got under way again; *i.e.*, before the paper made could be matched for thickness and weight per pound with paper made at the time preceding the shut-down. For this reason the mill must be kept constantly running without shutting down at night, as may be done in practically every other large industry without any effect upon the output except to limit the quantity. In other words, the running of the paper mill continuously and the consequent employment of the workers day and night is not generally, at least, attributable to unusual market demands or to a desire to turn out the greatest possible product in the shortest possible time for the purpose of enhancing profits, as may be the case in other industries where this is done, but to the fact that paper can not be made in any other way. But while this condition, inseparable from the industry, necessitates the organization of the working force into shifts or "tours," that fact can of itself scarcely be cited in justification of the custom hitherto quite generally prevailing in the industry of dividing the 24-hour day into two periods of 12 working hours each; and it is hardly a candid answer to criticisms of this custom to say that the men working these long hours are not necessarily kept actually busy all the time. Surely the three-shift system, as already adopted by 53 of the 79 paper mills of Massachusetts, which are in continuous operation for six

days a week,¹ or 67.1 per cent of the whole number, is a long advance step to an approximation of ideal conditions as respects hours in this industry, conditions which, it is to be hoped, will become generally prevalent in the near future.

In 48 of the 86 paper mills in Massachusetts the Saturday half-holiday was granted the day-workers, this custom prevailing in 73.3 per cent of the mills located west of Worcester County as compared with 15.4 per cent of the mills in Worcester County and Eastern Massachusetts.

Of the total of 9,301 male employees in the paper mills for whom records of actual hours worked were shown on the pay-rolls, 3,187, or 34.3 per cent, earned less than 20 cents an hour, and 6,664, or 71.6 per cent, earned less than 25 cents an hour, while, of the total number of female employees from whom actual hours were matters of record, 725, or 20.5 per cent, earned less than 12 cents an hour, and 2,709, or 76.5 per cent, earned less than 16 cents an hour.

About two-thirds (67.3 per cent) of the 13,871 employees for whom rates of wages were secured were males, and among the males, 56.2 per cent were day-workers and 43.8 per cent were shift-workers. Among the male day-workers 98.1 per cent were time-workers and 1.9 per cent were piece-workers. Among the females, however, piece-workers formed 42.3 per cent of the aggregate number (4,540) reported.

Nearly three-fifths (59.4 per cent) of the employees worked full time² in the week for which particulars were obtained; 22.7 per cent worked undertime;² and 17.9 per cent worked overtime.² Nearly one-fourth (24.3 per cent) of the male employees worked overtime as compared with 1.1 per cent of the female employees.

The average weekly earnings of all employees, regardless of sex or whether working full time or less or more than full time, were \$10.93; for full-time workers the average was \$11.36. The average for males, 16 years of age and over, who worked full time was \$12.82; for males, under 16 years of age, \$7.47; for females, 16 years of age and over, \$7.41; for females, under 16 years of age, \$6.13; while the averages for all work-people, including those who worked less or more than full time, were: Males, 16 years of age and over, \$12.91; males, under 16 years of age, \$6.96; females, 16 years of age and over, \$7.00; and females, under 16 years of age, \$4.92. One mill paid a minimum wage of \$8.40 a week to female employees who worked full time. Another mill rented its own houses to its employees at from \$5 to \$8 a month.

¹ Seven paper mills in Massachusetts do not operate continuously and therefore employ only day-workers.

² In this report the term "full time" means exactly the regular customary number of hours in a full-time week; the term "overtime" means more than the exact full-time number of hours; and the term "undertime" means less than the exact number of full-time hours.

The customary working days of shifts were six a week for all of the 4,540 female employees and for 86.9 per cent of all of the male employees. The customary working days were seven a week for 336, or 3.6 per cent of the male employees; the remainder of the male employees (9.5 per cent) customarily worked other than six or seven days a week. The customary working days or shifts for the two-shift workers were five and six days or shifts alternately for 67.5 per cent of the total, six days or tours for 30.0 per cent, six and seven days or tours alternately for 17 employees, and seven days or tours a week for 13 employees. Of the three-shift workers 92.2 per cent worked six days a week and 7.7 per cent worked seven days a week.

II.

NATURE OF DATA AND METHOD OF PRESENTATION.

1. LOCATION OF THE PAPER MILLS OF MASSACHUSETTS.

The data presented in this report cover 86 paper and wood pulp mills located in 37 cities and towns of the Commonwealth. The distribution of the mills by districts and cities and towns is shown in the following table.

LOCALITIES.	Number of Mills.	LOCALITIES.	Number of Mills.
The State.	86	Holyoke.	22
Western Massachusetts.	15	Central Massachusetts.	15
Adams,	2	Dighton,	1
Becket,	1	FITCHBURG,	5
Dalton,	3	Groton,	3
Great Barrington,	1	Hardwick,	1
Lee,	5	Leominster,	1
Middlefield,	1	Pepperell,	3
Monroe,	1	Templeton,	1
PITTSFIELD,	1		
Connecticut Valley District.	22	Eastern Massachusetts.	12
(Not including Holyoke.)		Boston,	1
Agawam,	1	HAVERHILL,	1
Erving,	2	LAWRENCE,	3
Huntington,	1	NEW BEDFORD,	1
Montague,	3	NEWTON,	1
NORTHAMPTON,	2	Norfolk,	1
Russell,	2	Norwood,	1
SPRINGFIELD,	1	Walpole,	2
South Hadley,	4	WALTHAM,	1
Wendell,	1		
Westfield,	1		
West Springfield,	3		
Wilbraham,	1		

The mills represented in this table include all those engaged in the manufacture of paper or wood pulp in the Commonwealth which were in operation on October 1, 1912.¹

The classification of earnings and hours of employees by localities has been omitted because the mills were widely scattered, and in but three cities and towns were there more than five paper mills. What concentration there is in this industry is found in the Connecticut Valley where 44 of the 86 mills are located. In Holyoke there are 22 paper mills, and just across the river, at South Hadley, there are four more.

2. GENERAL ORGANIZATION OF THE LABOR FORCE.

The labor force of the paper and wood pulp industry may be considered as consisting of three great groups: (1) The productive force engaged in those departments which involve continuous night and day operation, (2) the productive force engaged in departments which are in

¹ See footnote 1 on page 5, *ante*.

operation only during the ordinary working day, and (3) the mechanical force. This distinction is of considerable importance because of the essential differences in the working conditions of the three groups. The duties of the first force consist largely of operating the machines which have to do with the preparation of the materials and the making of the paper. The work of this force is necessarily continuous, day and night, except on Sundays, on which day none of the mills are operated in all departments, while the mills running on two shifts are closed for 36 or 37 hours, the predominant custom being to begin at 7 A.M. Monday and close at 6 P.M. Saturday. The second group is concerned chiefly with the primary preparation of materials and the finishing of the paper. The greater part of their work can be done during the day and their hours can accordingly be adjusted to any reasonable schedule. The mechanical force is concerned chiefly with keeping the various appliances and machines in proper working condition, in operating the engines which furnish power to the entire place, and in transportation. With the exception of the small proportion of the mechanical force who are in charge of the power plants and those who must be present or ready for call at any time in case of emergency, the greater part of their work can be done during the day. The working time of this group, however, is likely to be very irregular, with a great deal of overtime and Sunday work, even though the mills are not actually operated on Sunday.

In our presentation of data regarding wages and hours of labor in this industry the classification of employees into (1) productive occupations, (2) general occupations in the producing departments, and (3) power, mechanical, and yard force has been followed, as well as a classification into (a) day or time-workers, (b) shift-workers, and (c) piece-workers. Such divisions were necessary to a proper understanding of the labor situation in the industry, the working conditions of these groups being widely different as regards physical surroundings, general nature of the work, and hours of labor. It would be misleading to present the data for those employees who might be found as well in any other industry without any differentiation from the data for the employees whose general condition and welfare are directly dependent upon the paper industry. The employees in the non-productive occupations are largely in skilled or semi-skilled mechanical trades, and the paper industry is generally in competition with many other industries in employing them. In the productive occupations the work of the skilled or semi-skilled employees is specialized to a certain degree, so that they are to a considerable extent dependent upon the paper industry for employment; and because of the location of

many mills in districts where the opportunities for employment in other industries are not very great, the unskilled employees possibly are to a certain extent also dependent upon the paper industry for employment.

The productive occupation group embraces 11,038, or 79.6 per cent of all employees, the general occupations, producing departments, embrace 674, or 4.9 per cent, and the power, mechanical, and yard force embraces 2,159 or 15.5 per cent. There is a considerable divergence between the mills in the proportion of employees in the non-productive occupation group, arising from the fact that in the large and modern establishments the functions are highly specialized and require a large force for power production, repairs, and yard transportation.

It was impossible, with any degree of accuracy, to separate the employees into two groups — one containing only such employees as were directly necessary in the production of paper and one including all other employees — as in many mills all the laborers and many other unskilled employees were reported without classification and could not, even with the greatest care, have been separated into these two groups. Field agents were given special instructions, however, to classify laborers and unskilled workers under some designation which would indicate to the statisticians engaged in tabulation the kind of work done. Where any doubt arose as to the work performed by any employee, letters were written to the establishments for descriptions of the work performed by the employees in the doubtful occupations. Another difficulty in classification arose from the fact that a large number of laborers and other unskilled employees are shifted more or less from one department to another, and therefore could not be unquestionably charged to any single one. Such employees we decided, however, to classify with the producing departments, since it is likely that in a majority of cases they would be properly so charged.

Among the employees in the paper and wood pulp industry in Massachusetts, the proportion of females was slightly under one-third (32.8 per cent) and the number of minors under 16 years of age was 1.1 per cent. The number of males (75) and females (77) under 16 years of age was approximately the same.

There were 6,566 males and 4,472 females in the productive occupations, a proportion of 59.5 and 40.5 per cent, respectively, as compared with 67.2 and 32.8 per cent in all occupations.

Considerable difficulty was encountered in connection with the classification of occupations, owing to the fact that many occupations are known by entirely different names in different mills, and in many mills the managers were unable to state names for some of the occupations. A

description of processes and occupations in the industry was compiled from various sources, and the agents were instructed to note and define any new occupations met with.

In collecting the wages and hours statistics the practice of using one schedule for an entire mill was followed, and since several of the mills visited manufactured more than one product, it was often very difficult to distinguish between the employees working upon one product and those working upon another. It was therefore deemed advisable to exclude from this report *all productive employees who were not engaged in manufacturing paper*,¹ which will account in part for the difference in the number of employees in the industry as shown in this report (13,871) and the average number employed in October, 1912 (14,330) as shown in our Annual Report on the Statistics of Manufactures for 1912, since the latter report gives the total number employed in the paper mills, regardless of whether they are engaged in occupations connected with paper and wood pulp or some other product.

It was not deemed advisable in presenting the statistics relative to wages and hours of labor to classify employees according to the class of product in which they were engaged. In many cases, however, the wages in a given occupation are not materially affected by the character of the product.

In the paper mills there were found to be over 100 different occupations. The number of employees in many of these occupations was, however, small, and there was found to be considerable variation in occupations in the different mills, even in cases where the same product was manufactured. The occupations for which data have been tabulated have been selected as representative of the industry.

3. DAY, SHIFT, AND PIECE-WORKERS.

Employees in paper mills may conveniently be divided into two general groups: Shift-workers and day-workers. Among the shift-workers are included those operatives employed on or about the machinery of the paper mill which must be kept in continuous operation in order to secure the greatest possible economy of production. The machine crew, beater-men, engineers, firemen, and men in occupations of a similar nature work in most mills by the shift. The day-workers are those engaged in work which does not have to be carried on continuously and includes both time and piece-workers. In general, employees in this group do their work, as the designation indicates, in the daytime. The group embraces in most

¹ See note 1 on page 7; 35 were engaged in the production of paper boxes, 48 were paper coaters, etc.

instances the workers in the finishing department and employees engaged in keeping the plant in a state of repair, such as carpenters, machinists, millwrights, etc.

There is considerable variation in the hours of labor in the different localities and in the different mills. The shift-men work either three shifts a day or two shifts a day. In the case of the three-shift men the shifts are eight hours long, while most of the two-shift men work 11 hours on the day-shift and 13 hours on the night-shift. In all except one of the mills the shifts are changed at regular intervals, so that two-shift employees working at night 13 hours one week, work 11 hours in the daytime the following week, and three-shift employees report for work at a different hour for three successive weeks. For day employees the working day usually consists of either nine or 10 hours.

In general the day employees work 10 hours in mills in which the shift-workers are divided into two shifts and nine hours where the three-shift system is in force.

The following table shows the relative importance of the various classes of employees.

TABLE 1. — *Number of Time-workers, Shift-workers, and Piece-workers in Productive, General, and Power, Mechanical, and Yard Occupations, Classified by Sex.*

CLASSIFICATION.	NUMBER OF EMPLOYEES IN —				PERCENTAGES OF EMPLOYEES IN —			Percent-ages of Employees in Each Class
	All Occupations	Productive Occupations	General Occupations, Producing Departments	Power, Mechanical and Yard Force	Productive Occupations	General Occupations, Producing Departments	Power, Mechanical and Yard Force	
Both Sexes.	13,871	11,033	674	2,159	79.6	4.9	15.5	100.0
Time-workers,	7,763	5,540	616	1,607	71.4	7.9	20.7	56.0
Two-shift workers,	1,254	1,106	12	136	88.2	1.0	10.8	9.0
Three-shift workers,	2,832	2,410	9	413	85.1	0.3	14.6	30.4
Piece-workers,	2,022	1,982	37	3	98.0	1.8	0.2	14.6
Males.	9,331	6,566	606	2,159	70.4	6.5	23.1	100.0
Time-workers,	5,144	2,970	567	1,607	57.7	11.0	31.3	55.1
Two-shift workers,	1,254	1,106	12	136	88.2	1.0	10.8	13.4
Three-shift workers,	2,832	2,410	9	413	85.1	0.3	14.6	30.4
Piece-workers,	101	80	18	3	79.2	17.8	3.0	1.1
Females.	4,540	4,472	68	—	96.5	1.5	—	100.0
Time-workers,	2,619	2,570	49	—	98.1	1.9	—	57.7
Piece-workers,	1,921	1,902	19	—	99.0	1.0	—	42.3

Over one-half (56.0 per cent) of the 13,871 employees included in the returns were time-workers; over one-fourth (29.4 per cent) were tour or shift-workers; and 14.6 per cent were piece-workers. Nearly four-fifths

(79.6 per cent) of the paper-mill employees were engaged in productive occupations, as were 70.4 per cent of the male employees and 98.5 per cent of the female employees. The day-workers constituted 70.6 per cent of the total labor force, and the shift-workers, 29.4 per cent. Over one-half (56.2 per cent) of the male employees were day-workers and 43.8 per cent were shift-workers. Less than one-third (30.7 per cent) of the shift-workers worked on the two-shift system.¹ No females were employed as shift-workers. The proportion of two and three-shift workers in the productive and non-productive occupations was nearly the same. The day-workers include both time-workers and piece-workers, the time-workers constituting 79.3 per cent of the day-workers and 56.0 per cent of all the employees, and the piece-workers constituting 20.7 per cent of the day-workers and 14.6 per cent of all the workers. The proportion of piece-workers was very much greater among women than among men. Over 98.0 per cent of the male day-workers were time-workers, while, of the female employees, 57.7 per cent were time-workers and 42.3 per cent were piece-workers. Practically all (98.0 per cent) of the piece-workers of both sexes were engaged in productive occupations.

¹ A supplementary inquiry made in March, 1914, showed that between October, 1912, and March, 1914, six mills employing 183 two-shift workers, changed from the two-shift to the three-shift system, so that in March, 1914, the percentage of shift-workers working two shifts was 25.7.

III.

EARNINGS OF EMPLOYEES AS SHOWN BY THE PAY-ROLLS.

1. INTRODUCTORY.

The statistics of earnings are presented in this report on the hourly and weekly bases. Hourly earnings render comparisons to be more readily made because of the definite time basis, while weekly earnings show the effect of working hours on earnings.

The wage data were secured for all of the wage-earners in every paper and wood-pulp mill in Massachusetts for the pay-roll week ending nearest the first of October, 1912¹, although the figures for employees who were engaged in office work, in coating paper, in making paper boxes, etc., and Sunday or one-day watchmen have been omitted from the statistics. The result is that the wage data here tabulated are for 13,871 employees, of whom 66.7 per cent were males 16 years of age and over, 0.5 per cent were males under 16 years, 32.2 per cent were females 16 years of age and over, and 0.6 per cent were females under 16 years.

In obtaining the wage data, the agents were instructed to secure actual earnings. In addition they were required to transcribe the hours worked. Naturally, a careful record of "hours worked" was kept for all time-workers, but in the case of employees paid by the piece, many firms kept no records of hours. Where such records were kept, they would seem to be less accurate in many cases than those of time-workers, since, as the wages of piece-workers are not calculated from a time record, less care is taken by the clerk in charge to make it accurate. Therefore, there are tabulated here the weekly earnings of 13,871 wage-earners, while the hourly earnings and the weekly earnings, where shown in connection with "hours worked", are tabulated for 12,843 employees, the difference, 1,028, representing the number of workers for whom no records of hours worked were kept at the mills.

¹ If such pay-roll week was affected by a shutdown, fire, strike, or other exceptional circumstance, the nearest week of a normal character was substituted.

2. WEEKLY EARNINGS.

The differences in earnings in some of the mills were to some extent due to differences in the hours actually worked in the representative week for which the pay-roll figures were taken. Due consideration should therefore be given to the average hours actually worked in making comparisons of earnings. These facts as to hours worked may be well seen if presented in tabular form, and in the table which follows there are given, for each of the various classes of employees for whom weekly hours of labor were ascertained, the average customary working time and the average hours actually worked in the representative week covered by this investigation.

TABLE 2. — *Average Customary¹ Working Time and Average Hours Actually Worked in a Representative Week.*

CLASSIFICATION.	MALES		FEMALES	
	Average Customary Working Hours	Average Hours Actually Worked	Average Customary Working Hours	Average Hours Actually Worked
All Occupations.	54.8	55.3	52.7	48.5
Under 16 years of age,	53.4	49.5	53.8	42.6
16 years of age and over,	54.8	55.3	52.7	48.6
Employees who worked:				
Full time,	54.9	54.9	53.2	53.2
Overtime,	54.5	64.7	51.2	54.0
Undertime,	54.8	41.5	52.1	42.0
Time-workers,	56.0	56.5	53.2	49.4
Two-shift workers,	64.3	64.2	—	—
Three-shift workers,	48.5	49.2	—	—
Piece-workers,	55.7	55.4	51.2	46.0

¹ The term "customary working time" and "customary hours" as used in this report mean the regular full-time hours, while the term "actual hours" means the number of hours actually worked in the representative week for which pay-rolls were obtained in this inquiry.

A. CLASSIFIED WEEKLY EARNINGS: BY SEX.

In order to show the actual earnings in a representative week of the whole number of employees, regardless of occupation and age, Table 3 was prepared presenting the employees according to the amounts earned in a particular week. The employees are arranged in the table by sex, regardless of age, and for each wage class the average hours worked in a representative week are shown. Such a table, of course, shows nothing in regard to the actual hourly earnings of the individual employees, but it enables one to see the distribution according to weekly earnings of all the employees by sex. The value of such figures depends upon the representative character of the material and in having large numbers of employees. The employees falling in any of the lower wage groups are not only those

paid at a comparatively low rate and working full time, but others paid at a higher rate and falling in the same group because they had been absent from work at some time during the week. Where groups contain large numbers of employees the tabulations of classified earnings fairly represent the amounts usually earned by paper-mill employees in a representative week.

The average number of hours actually worked in a representative week for all males in all occupations was 55.3; for all females, 48.5. While the employment of children under 16 partly accounts for the considerable numbers shown in the lower wage groups, these numbers were affected to a greater extent by the fact that many employees did not work the customary full-time working hours during the week covered by this inquiry.

The following table shows, in summary form, the earnings of all of the employees in the paper mills of Massachusetts for whom records of weekly hours of labor were available, and gives the number of male and female employees, without regard to age, classified according to their weekly earnings in a representative week. For each wage group the average hours worked in the week are given. The facts are shown for all occupations and separately for productive occupations, general occupations in the producing departments, and for the power, mechanical, and yard force.

TABLE 3. — *Number of Employees and Average Hours Worked in a Representative Week: By Sex and Classified Weekly Earnings.*

SEX AND CLASSIFIED WEEKLY EARNINGS.	ALL OCCU- PATIONS		PRODUCTIVE OCCUPATIONS		GENERAL OCCU- PATIONS — PRODUCING DE- PARTMENTS		POWER, MECHANICAL, AND YARD FORCE	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
Males.	9,301	55.3	6,541	53.9	601	55.7	2,159	59.2
Under \$3.	78	10.9	53	10.8	12	12.3	13	10.2
\$3 to \$3.99.	61	19.7	43	20.3	3	20.0	15	18.1
\$4 to \$4.99.	53	27.2	42	27.4	5	27.8	6	24.8
\$5 to \$5.99.	67	32.3	47	33.7	6	37.8	14	25.4
\$6 to \$6.99.	115	39.1	97	39.5	6	47.5	12	32.0
\$7 to \$7.99.	160	45.6	124	45.3	18	50.2	18	42.6
\$8 to \$8.99.	313	46.5	257	46.1	22	53.2	34	45.4
\$9 to \$9.99.	1,198	54.0	856	53.6	112	54.8	230	55.4
\$10 to \$10.99.	1,526	53.7	1,181	53.1	110	55.6	235	55.5
\$11 to \$11.99.	1,213	55.6	956	55.0	93	56.3	164	58.5
\$12 to \$12.99.	1,232	57.0	930	56.6	70	59.2	232	58.2
\$13 to \$13.99.	606	59.4	420	58.3	40	60.9	146	62.0
\$14 to \$14.99.	313	62.6	205	60.8	20	64.6	88	66.4
\$15 to \$15.99.	497	59.4	268	58.5	32	59.6	197	60.8
\$16 to \$16.99.	327	59.4	164	58.0	11	58.9	152	61.0
\$17 to \$17.99.	226	61.5	83	60.8	3	58.5	140	61.9
\$18 to \$18.99.	343	69.0	216	56.0	20	61.0	107	64.6
\$19 to \$19.99.	219	57.2	163	54.7	6	64.9	50	64.5
\$20 to \$24.99.	567	61.4	339	57.8	11	69.5	217	66.7
\$25 to \$29.99.	122	64.4	61	63.4	1	55.0	60	65.6
\$30 and over.	65	69.3	36	67.5	—	—	29	71.5

TABLE 3. — *Number of Employees and Average Hours Worked in a Representative Week: By Sex and Classified Weekly Earnings — Concluded.*

SEX AND CLASSIFIED WEEKLY EARNINGS.	ALL OCCU- PATIONS		PRODUCTIVE OCCUPATIONS		GENERAL OCCU- PATIONS — PRODUCING DE- PARTMENTS		POWER, MECHANICAL, AND YARD FORCE	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
Females.	3,542	48.5	3,498	48.5	49	49.5	-	-
Under \$3.	112	15.2	110	15.1	2	19.0	-	-
\$3 to \$3.99.	93	39.3	93	39.3	-	-	-	-
\$4 to \$4.99.	225	37.6	223	37.6	2	37.6	-	-
\$5 to \$5.99.	397	45.3	395	45.3	2	51.3	-	-
\$6 to \$6.99.	1,131	51.9	1,122	51.9	9	52.8	-	-
\$7 to \$7.99.	631	49.9	616	49.8	15	52.2	-	-
\$8 to \$8.99.	610	51.7	601	51.7	9	53.8	-	-
\$9 to \$9.99.	217	53.3	211	53.3	6	53.0	-	-
\$10 to \$10.99.	67	52.5	66	52.5	1	54.0	-	-
\$11 to \$11.99.	16	52.2	15	52.4	1	49.0	-	-
\$12 to \$12.99.	16	52.7	14	52.8	2	51.5	-	-
\$13 to \$13.99.	15	52.4	15	52.4	-	-	-	-
\$14 to \$14.99.	5	53.4	5	53.4	-	-	-	-
\$15 to \$15.99.	2	53.2	2	53.2	-	-	-	-
\$16 to \$16.99.	2	53.2	2	53.2	-	-	-	-
\$17 to \$17.99.	1	54.0	1	54.0	-	-	-	-
\$18 to \$18.99.	2	53.5	2	53.5	-	-	-	-

It will be seen by reference to the table that the largest number of males (1,526, or 16.4 per cent) in both the productive and non-productive occupations, earned between \$10 and \$10.99 in a representative week. The employees earning this amount worked an average of 53.7 hours. The number in the two next higher wage groups, \$11 to \$11.99 and \$12 to \$12.99, was considerably smaller in the productive occupations and non-productive occupations as was the number in the next lower wage group, \$9 to \$9.99. In each of these latter wage groups a slightly higher average number of hours worked is shown. Between \$9 and \$13 a massing of male employees is seen, 55.6 per cent being between these stated limits. Those earning \$13 and over constituted 35.3 per cent of the total number. The average number of hours for all males was 55.3, and the group \$11 to \$11.99 represents the median wage group for the whole number of males, regardless of age, 38.4 per cent earning less than \$11 and 48.6 per cent earning \$12 and over in the week in question.

If the total number of females in the paper mills for whom data as to weekly hours of labor have been ascertained (3,542) be considered, it will be seen that the largest number (1,131, or 31.9 per cent) earned between \$6 and \$6.99, working an average of 51.9 hours during the week. In the three groups, \$6 to \$8.99, 67.0 per cent of the 3,542 female employees were massed. The median earnings were apparently just below \$7, 44.7 per

cent earning more than this amount, and 23.3 per cent earning less than \$6. Female employees earning \$9 and over constituted only 10.0 per cent of the total number. In several of the higher wage groups, as in the case of males, the average hours worked is greater. The average hours worked by the whole number of female employees, regardless of age and earnings, were 48.5. This, it will be seen, is considerably less than the average hours worked by the females in the largest wage group.

An examination of the productive occupations shows that of the 6,541 male employees, the largest number, 1,181, or 18.1 per cent of all, earned from \$10 to \$10.99 in a representative week, and among the non-productive occupations 12.5 per cent earned between these amounts. In the four groups, \$9 to \$12.99, 60.0 per cent of the male employees in productive occupations were massed. Among the 2,159 employees in the power, mechanical, and yard departments, all of whom were males, 10.9 per cent earned between \$10 and \$10.99, 10.7 per cent between \$12 and \$12.99, and 10.7 per cent between \$9 and \$9.99.

Of the female employees in productive occupations, 5.8 per cent earned less than \$4 in the representative week. The highest per cent found in any one group, or 32.1 per cent, earned from \$6 to \$6.99. Only 3.5 per cent earned \$10 or more. Only 49 females were employed in non-productive occupations, and of this number 30.6 per cent earned from \$7 to \$7.99, and 18.4 per cent earned from \$8 to \$8.99.

The foregoing table has presented the earnings of all employees for whom hours were reported in a representative week and the average hours worked by the employees in each wage group. The earnings have first been presented in relation to the average hours worked, in order that some idea may be had of the relation of short-time work and the large number of workers in the lower wage groups, and in order that the influence of the short-time work may not be overlooked in considering the weekly earnings. It should not be understood, however, that the proportion of short-time workers, as shown by the figures of this report, is abnormal. The period for which the pay-rolls were taken was in *all* cases intended to be normal, with the mills running *full time* and employing their *usual* number of workers. It should be understood, therefore, that if in many of the wage groups the average time worked is considerably *less than a full week*, it is because it is the *usual condition* for many employees to work less than the customary full-time working hours, and that the distribution of weekly wage groups, as here shown, is the usual distribution. The large number of workers on which the tables are based makes the figures representative of the actual conditions in the industry in this Commonwealth.

B. EMPLOYEES WITH WEEKLY EARNINGS OF LESS THAN SPECIFIED AMOUNTS: BY SEX AND AGE GROUPS.

For a brief general survey of the earnings of employees, to see clearly the wage level of the various employees, a table of cumulative percentages affords an easy method. In the following table the employees, male and female, are divided into two age groups, those under 16 years of age and those 16 years of age and over, and the percentages earning in a representative week under \$4, under \$6, under \$8, under \$10, under \$12, under \$15, and \$15 and over are shown.

TABLE 4. — *Percentage of Employees in Specified Age Groups Earning less than Specified Amounts a Week: By Sex.*

CLASSIFICATION.	Total Number of Employees	Under \$4	Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and Over
All Occupations.	13,871	2.9	9.4	26.8	46.0	66.9	82.8	17.2
Under 16 years, . . .	152	16.4	32.9	83.6	98.0	98.7	100.0	-
16 years and over, . . .	13,719	2.7	9.1	26.2	45.4	66.5	82.6	17.4
<i>Males.</i>	<i>9,331</i>	<i>1.5</i>	<i>2.8</i>	<i>8.7</i>	<i>21.9</i>	<i>51.8</i>	<i>74.5</i>	<i>25.5</i>
Under 16 years, . . .	75	6.7	17.3	72.0	96.0	97.3	100.0	-
16 years and over, . . .	9,256	1.4	2.7	8.2	21.3	51.0	74.3	25.7
<i>Females.</i>	<i>4,540</i>	<i>5.7</i>	<i>22.9</i>	<i>70.1</i>	<i>95.5</i>	<i>98.8</i>	<i>99.8</i>	<i>0.2</i>
Under 16 years, . . .	77	26.0	48.1	94.8	100.0	100.0	100.0	-
16 years and over, . . .	4,463	5.3	22.5	69.6	95.4	98.8	99.8	0.2
Productive Occupations.	11,033	3.2	11.0	32.2	52.5	73.2	87.7	12.3
Under 16 years, . . .	134	18.7	35.8	88.8	100.0	100.0	100.0	-
16 years and over, . . .	10,904	3.0	10.7	31.5	51.9	72.9	87.6	12.4
<i>Males.</i>	<i>6,568</i>	<i>1.5</i>	<i>2.8</i>	<i>8.8</i>	<i>23.1</i>	<i>55.7</i>	<i>79.5</i>	<i>20.5</i>
Under 16 years, . . .	57	8.8	19.3	80.7	100.0	100.0	100.0	-
16 years and over, . . .	6,509	1.4	2.7	8.5	22.5	55.4	79.4	20.6
<i>Females.</i>	<i>4,472</i>	<i>5.7</i>	<i>23.1</i>	<i>70.4</i>	<i>95.6</i>	<i>98.9</i>	<i>99.8</i>	<i>0.2</i>
Under 16 years, . . .	77	26.0	48.1	94.8	100.0	100.0	100.0	-
16 years and over, . . .	4,395	5.3	22.7	69.9	95.6	98.9	99.8	0.2
General Occupations, Producing Departments.	674	2.5	4.7	12.5	36.1	66.8	87.2	12.8
Under 16 years, . . .	14	-	14.3	35.7	78.6	85.7	100.0	-
16 years and over, . . .	660	2.6	4.5	12.0	35.2	66.4	87.0	13.0
<i>Males.</i>	<i>608</i>	<i>2.5</i>	<i>4.3</i>	<i>8.8</i>	<i>30.4</i>	<i>64.0</i>	<i>85.8</i>	<i>14.2</i>
Under 16 years, . . .	14	-	14.3	35.7	78.6	85.7	100.0	-
16 years and over, . . .	592	2.5	4.1	7.6	29.2	63.5	85.5	14.5
<i>Females.</i>	<i>68</i>	<i>2.9</i>	<i>8.8</i>	<i>50.0</i>	<i>86.8</i>	<i>91.2</i>	<i>100.0</i>	<i>-</i>
Under 16 years, . . .	-	-	-	-	-	-	-	-
16 years and over, . . .	68	2.9	8.8	50.0	86.8	91.2	100.0	-
Power, Mechanical, and Yard Force.¹	2,159	1.3	2.2	3.6	15.8	34.3	55.9	44.1
Under 16 years, . . .	4	-	-	75.0	100.0	100.0	100.0	-
16 years and over, . . .	2,155	1.3	2.2	3.5	15.7	34.2	55.8	44.2

¹ All males.

Considering in the foregoing table employees 16 years of age and over, it will be seen that of the male workers in all occupations, 2.7 per cent earned less than \$6 in a representative week, while 5.2 per cent earned under \$8, 21.3 per cent earned under \$10, 51.0 per cent earned under \$12, and 74.3 per cent earned under \$15, leaving 25.7 per cent earning \$15 or more. Of the female employees in this age group in all occupations, 22.5 per cent earned under \$6, 69.6 per cent under \$8, 95.4 per cent under \$10, and 98.8 per cent under \$12, leaving 1.2 per cent earning \$12 or more in a representative week.

Of the male employees 16 years of age and over in the productive occupations, 2.7 per cent earned less than \$6, 5.5 per cent under \$8, 22.5 per cent under \$10, 55.4 per cent under \$12, and 79.4 per cent under \$15; of the female employees 22.7 per cent earned under \$6, 69.9 per cent under \$8, 95.6 per cent under \$10, and 98.9 per cent under \$12, while only 1.1 per cent earned as much as \$12.

Comparing the productive and non-productive occupations, the general level of earnings in the case of the female employees is higher among the employees in the non-productive occupations than among those in the productive occupations, and among the male employees we find the general level of earnings considerably higher among the power, mechanical, and yard force than among either the productive occupations or the general occupations in the producing departments.

Of the males 16 years of age and over, 5.5 per cent of those engaged in productive occupations earned less than \$8, while in the general occupations, producing departments, the percentage was 7.6, and in the power, mechanical, and yard departments the percentage was 3.5. The percentage of males earning less than \$15 in the specified week varied from 85.5 in the general occupations, producing departments, to 55.8 among the power, mechanical, and yard force. Considering the women operatives, 22.7 per cent earned less than \$6 in the productive occupations, while in the general occupations, producing departments, only 8.8 per cent earned below \$6. Those earning less than \$8 in the specified week comprised 69.9 per cent in the productive occupations and 50.0 per cent in the general occupations, producing departments.

The males 16 years of age and over also group themselves around a limited wage group, although the range of earnings is much greater than is the case among the women. Everywhere the difference between the earnings of men and women is most pronounced.

C. EARNINGS OF EMPLOYEES WITH REFERENCE TO TIME WORKED.

The discussion in the preceding pages has been concerned with the employees in the paper industry with reference to the average hours worked and without regard to the amount of time worked. In view of the fact, as has been shown in the discussion of earnings and average hours worked, that a large proportion of employees (about 40 per cent) worked other than the customary hours of the department, it will be of interest to compare the average amounts actually earned in a representative week by those employees who worked full time and those who worked overtime and undertime. In order to permit a ready comparison, the average earnings of males and females, without regard to age, are presented in the following table for productive, general, and for power, mechanical, and yard occupation groups.

TABLE 5. — *Average Weekly Earnings and Number of Employees Who Worked Full Time, Overtime, and Undertime in a Representative Week: By Sex.*

CLASSIFICATION.	REGARDLESS OF TIME		FULL TIME		OVERTIME		UNDERTIME	
	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings
All Occupations.	13,871	\$10.93	7,622	\$11.36	2,302	\$15.24	2,919	\$7.58
Males,	9,331	12.86	5,626	12.77	2,264	15.37	1,411	9.16
Females,	4,540	6.96	1,996	7.38	38	7.67	1,508	6.09
Productive Occupations.	11,088	10.21	6,162	10.82	1,362	14.37	2,510	7.26
Males,	6,566	12.43	4,199	12.58	1,325	14.56	1,017	8.99
Females,	4,472	6.95	1,963	7.37	37	7.63	1,493	6.09
General Occupations, Producing Departments.	674	11.12	339	11.24	165	13.03	146	8.77
Males,	606	11.46	306	11.62	164	13.05	131	8.99
Females,	68	8.09	33	7.72	1	9.10	15	6.83
Power, Mechanical, and Yard Force.	2,150	14.57	1,121	13.81	775	17.25	263	9.94
Males,	2,150	14.57	1,121	13.81	775	17.25	263	9.94

¹ Including 30 males and 998 females for whom actual weekly hours worked were not reported.

² Including 25 males and 979 females for whom actual weekly hours worked were not reported.

³ Including 5 males and 19 females for whom actual weekly hours worked were not reported.

In comparing the figures in the preceding table, it must be borne in mind that the differences shown are due not only to the net effect of short time and overtime, but also to the differences in the proportions in which the same occupations and the same classes of employees enter into the totals for full-time workers and for all employees respectively.

The following table shows, for time-workers, two-shift workers, three-shift workers, and piece-workers of each sex in all occupations and in productive and non-productive occupations, regardless of time worked, and for those working full time, the proportions of the total number whose earnings in a representative week fell within certain specified limits.

TABLE 6. — *Percentage of Employees whose Earnings in a Representative Week fell within Specified Limits.*

All Employees.

CLASSIFICATION.	Total Number of Em- ployees	Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and Over	\$20 and Over	\$25 and Over
All Occupations.	12,871	9.4	26.8	46.0	66.9	82.8	17.2	5.4	1.3
<i>Males.</i>	<i>9,331</i>	<i>9.8</i>	<i>5.7</i>	<i>21.9</i>	<i>51.3</i>	<i>74.5</i>	<i>25.5</i>	<i>8.1</i>	<i>2.0</i>
Time-workers, . . .	5,144	3.1	6.5	24.6	51.3	76.3	23.7	7.9	2.5
Two-shift workers, . .	1,254	3.6	6.5	21.9	50.0	75.1	24.9	9.4	1.6
Three-shift workers, . .	2,832	1.9	4.1	17.7	53.4	72.1	27.9	7.5	1.3
Piece-workers, . . .	101	2.0	3.0	5.0	11.9	41.6	58.4	17.8	3.0
<i>Females.</i>	<i>4,540</i>	<i>22.9</i>	<i>70.1</i>	<i>95.5</i>	<i>98.8</i>	<i>99.8</i>	<i>0.2</i>	-	-
Time-workers, . . .	2,619	21.9	74.7	99.1	99.7	100.0	1-	-	-
Piece-workers, . . .	1,921	24.3	63.8	90.7	97.7	99.5	0.5	-	-
Productive Occupa- tions.	11,028	11.0	32.2	52.5	73.2	87.7	12.8	4.0	0.9
<i>Males.</i>	<i>6,598</i>	<i>2.8</i>	<i>6.2</i>	<i>23.1</i>	<i>55.7</i>	<i>79.5</i>	<i>20.5</i>	<i>6.7</i>	<i>1.5</i>
Time-workers, . . .	2,970	3.3	7.6	26.5	55.7	83.5	16.5	4.6	1.5
Two-shift workers, . .	1,106	3.8	6.6	23.4	53.2	76.9	23.1	9.2	1.4
Three-shift workers, . .	2,410	1.8	4.3	19.4	58.9	77.3	22.7	7.5	1.3
Piece-workers, . . .	80	2.5	3.8	6.3	11.3	35.0	65.0	23.5	3.8
<i>Females.</i>	<i>4,429</i>	<i>23.1</i>	<i>70.4</i>	<i>95.6</i>	<i>98.9</i>	<i>99.8</i>	<i>0.2</i>	-	-
Time-workers, . . .	2,570	22.1	74.9	99.2	99.7	100.0	1-	-	-
Piece-workers, . . .	1,902	24.5	64.2	90.9	98.0	99.5	0.5	-	-
Non-productive Occupations.	2,333	2.8	5.7	20.6	42.0	63.4	36.6	11.2	3.2
<i>Males.</i>	<i>2,785</i>	<i>2.7</i>	<i>4.6</i>	<i>19.0</i>	<i>40.8</i>	<i>62.5</i>	<i>37.5</i>	<i>11.5</i>	<i>3.3</i>
Time-workers, . . .	2,174	2.9	4.9	21.9	45.8	66.4	33.6	12.4	3.8
Two-shift workers, . .	148	2.0	5.4	10.1	25.7	60.8	39.2	10.8	2.7
Three-shift workers, . .	422	2.1	3.3	8.1	22.0	42.4	57.6	7.6	0.9
Piece-workers, . . .	21	-	-	-	14.3	66.7	33.3	-	-
<i>Females.</i>	<i>68</i>	<i>8.8</i>	<i>50.0</i>	<i>86.8</i>	<i>91.3</i>	<i>100.0</i>	-	-	-
Time-workers, . . .	49	12.2	61.2	91.8	95.9	100.0	-	-	-
Piece-workers, . . .	19	-	21.1	73.7	78.9	100.0	-	-	-

1 0.03 per cent.

TABLE 6. — *Percentage of Employees whose Earnings in a Representative Week fell within Specified Limits — Concluded.***Employees Who Worked Full Time.**

CLASSIFICATION.	Total Number of Em- ployees	Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and Over	\$20 and Over	\$25 and Over
All Occupations.	7,622	1.0	17.7	39.3	66.2	82.8	17.2	4.6	1.1
<i>Males.</i>	<i>5,686</i>	<i>1-</i>	<i>1.2</i>	<i>18.6</i>	<i>54.5</i>	<i>76.8</i>	<i>23.2</i>	<i>6.2</i>	<i>1.5</i>
Time-workers, . . .	2,943	0.1	2.2	23.4	53.5	80.0	20.0	5.8	2.3
Two-shift workers, . . .	842	-	-	16.6	49.9	74.6	25.4	9.4	1.1
Three-shift workers, . . .	1,795	-	-	12.1	59.5	73.5	26.5	5.1	0.2
Piece-workers, . . .	46	-	-	2.2	6.5	39.1	60.9	21.8	2.2
<i>Females.</i>	<i>1,936</i>	<i>36.6</i>	<i>64.4</i>	<i>97.4</i>	<i>99.8</i>	<i>99.7</i>	<i>0.3</i>	-	-
Time-workers, . . .	1,782	2.9	65.3	99.2	99.5	99.9	0.1	-	-
Piece-workers, . . .	214	9.8	57.0	82.7	97.2	98.1	1.9	-	-
Productive Occupa- tions.	6,162	1.2	21.2	42.7	71.9	86.4	13.6	4.3	0.7
<i>Males.</i>	<i>4,199</i>	<i>2-</i>	<i>1.1</i>	<i>18.6</i>	<i>57.8</i>	<i>80.1</i>	<i>19.9</i>	<i>6.3</i>	<i>1.0</i>
Time-workers, . . .	1,856	0.1	2.5	23.1	54.5	84.0	16.0	4.9	1.8
Two-shift workers, . . .	755	-	-	18.4	53.0	75.6	24.4	9.4	0.8
Three-shift workers, . . .	1,555	-	-	13.7	65.3	78.8	21.2	5.9	0.2
Piece-workers, . . .	33	-	-	3.0	3.0	27.3	72.7	30.3	3.0
<i>Females.</i>	<i>1,963</i>	<i>3.7</i>	<i>64.5</i>	<i>97.5</i>	<i>99.3</i>	<i>99.7</i> [*]	<i>0.3</i>	-	-
Time-workers, . . .	1,749	3.0	65.4	99.3	99.5	99.9	0.1	-	-
Piece-workers, . . .	214	9.8	57.0	82.7	97.2	98.1	1.9	-	-
Non-productive Occupations.	1,460	-	2.6	20.3	45.3	67.7	32.3	6.0	2.6
<i>Males.</i>	<i>1,487</i>	<i>-</i>	<i>1.3</i>	<i>18.6</i>	<i>44.6</i>	<i>67.0</i>	<i>33.0</i>	<i>6.2</i>	<i>2.7</i>
Time-workers, . . .	1,087	-	1.7	23.9	51.7	73.2	26.8	7.4	3.2
Two-shift workers, . . .	87	-	-	1.1	23.0	65.5	34.5	9.2	3.4
Three-shift workers, . . .	240	-	-	2.1	22.1	39.2	60.8	-	-
Piece-workers, . . .	13	-	-	-	15.4	69.2	30.8	-	-
<i>Females.</i>	<i>33</i>	<i>-</i>	<i>60.6</i>	<i>93.9</i>	<i>97.0</i>	<i>100.0</i>	<i>-</i>	<i>-</i>	<i>-</i>
Time-workers, . . .	33	-	60.6	93.9	97.0	100.0	-	-	-
Piece-workers, . . .	-	-	-	-	-	-	-	-	-

¹ 0.03 per cent.² 0.04 per cent.

Considering in the foregoing table the employees in all occupations, regardless of time worked, it will be seen that of the male employees, 74.5 per cent earned less than \$15 a week, a proportion which was nearly the same for time-workers, two-shift workers, and three-shift workers. On the other hand, we find that 58.4 per cent of the piece-workers earned \$15 and over. About 70 per cent of all the female employees earned less than \$8 a week, while 74.7 per cent of the time-workers and 63.8 per cent of the piece-workers earned less than that amount.

Of the male employees who worked full time, it will be seen that 80.0 per cent of the time-workers earned less than \$15 in the representative week for which earnings were taken as compared with 74.6 per cent of the two-shift workers, 73.5 per cent of the three-shift workers, and 39.1 per cent of the piece-workers. Among the male employees who worked over-

time 42.4 per cent of the time-workers earned \$15 and over as compared with 32.7 per cent of the two-shift workers, 42.0 per cent of the three-shift workers, and 72.7 per cent of the piece-workers.

Considering the female employees shown in the table who worked full time, 65.3 per cent of the time-workers earned less than \$8 a week as compared with 57.0 per cent of the piece-workers; 99.2 per cent of the time-workers earned less than \$10 a week as compared with 82.7 per cent of the piece-workers.

Comparing the earnings of males in all occupations among the workers who worked full time in a representative week, 18.6 per cent earned less than \$10 as compared with 3.7 per cent of those who worked overtime and 64.8 per cent of those who worked undertime. There were 23.2 per cent of the full-time workers who earned \$15 and over as compared with 41.3 per cent of the overtime workers and 8.9 per cent of the undertime workers.

Of the female workers, 36.6 per cent of those who worked full time in a representative week earned less than \$6, as compared with 50.0 per cent of those who worked undertime. None of the 38 females who worked overtime earned less than \$6 a week. There were 64.4 per cent of the female employees who worked full time and 84.7 per cent of those who worked undertime who earned less than \$8 a week as compared with 65.8 per cent of those who worked overtime.

The following table shows the weekly earnings of all of the employees for whom records of the weekly hours worked were available and gives the number of male and female employees, without regard to age, who worked full time, overtime, and undertime, classified according to their earnings in a representative week. For each wage group the average hours worked are given. The facts are shown for all occupations and separately for productive occupations, general occupations in the producing departments, and for the power, mechanical, and yard force.

TABLE 7. — *Average Hours Worked and Number of Employees Who Worked Full Time, Overtime, and Undertime in a Representative Week Classified by Weekly Earnings.*

SEX AND CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
All Occupations.	12,843	53.4	7,622	54.5	2,302	64.6	2,919	41.7
Males.	9,301	55.3	5,626	54.9	2,264	64.7	1,411	41.5
Under \$3.	78	10.9	-	-	-	-	78	10.9
\$3 to \$3.99.	61	19.7	-	-	-	-	61	19.7
\$4 to \$4.99.	53	27.2	-	-	-	-	53	27.2
\$5 to \$5.99.	67	32.3	2	50.0	-	-	65	31.8
\$6 to \$6.99.	115	39.1	24	54.1	1	60.0	90	34.9
\$7 to \$7.99.	160	45.6	39	54.0	8	65.8	113	41.3
\$8 to \$8.99.	313	46.5	68	55.7	6	60.8	239	43.5
\$9 to \$9.99.	1,198	54.0	914	54.8	68	63.7	216	48.1
\$10 to \$10.99.	1,526	53.7	1,220	53.4	196	59.1	110	47.1
\$11 to \$11.99.	1,213	55.6	799	53.8	297	62.8	117	49.7
\$12 to \$12.99.	1,232	57.0	841	55.6	324	62.1	67	50.0
\$13 to \$13.99.	606	59.4	298	56.3	254	64.6	54	51.7
\$14 to \$14.99.	313	62.6	116	59.6	176	66.4	22	48.7
\$15 to \$15.99.	497	59.4	295	57.7	163	65.2	39	48.3
\$16 to \$16.99.	327	59.4	184	55.9	115	68.0	28	47.5
\$17 to \$17.99.	236	61.5	101	55.7	109	68.6	16	49.8
\$18 to \$18.99.	343	59.0	229	55.0	93	70.4	21	51.7
\$19 to \$19.99.	219	57.2	145	53.3	66	66.8	8	50.4
\$20 to \$24.99.	567	61.4	269	56.4	284	66.4	14	55.6
\$25 to \$29.99.	123	64.4	52	57.8	70	69.8	-	-
\$30 and over.	65	69.3	30	58.9	35	78.2	-	-
Females.	3,542	49.5	1,996	53.2	38	54.0	1,508	42.0
Under \$3.	112	15.2	-	-	-	-	112	15.2
\$3 to \$3.99.	93	39.3	5	54.0	-	-	88	38.5
\$4 to \$4.99.	225	37.6	9	53.7	-	-	216	37.0
\$5 to \$5.99.	397	45.3	59	53.7	-	-	338	43.9
\$6 to \$6.99.	1,131	51.9	870	53.6	1	54.0	260	46.7
\$7 to \$7.99.	631	49.9	343	53.3	24	54.0	264	45.0
\$8 to \$8.99.	610	51.7	485	52.3	10	54.0	115	48.4
\$9 to \$9.99.	217	53.3	174	53.8	3	54.0	40	50.5
\$10 to \$10.99.	67	53.5	30	54.0	-	-	37	51.3
\$11 to \$11.99.	16	52.2	6	53.3	-	-	10	51.4
\$12 to \$12.99.	16	52.7	5	53.8	-	-	11	52.1
\$13 to \$13.99.	15	52.4	2	53.5	-	-	13	52.2
\$14 to \$14.99.	5	53.4	3	54.0	-	-	2	52.6
\$15 to \$15.99.	2	53.2	1	54.0	-	-	1	52.3
\$16 to \$16.99.	2	53.2	1	54.0	-	-	1	52.3
\$17 to \$17.99.	1	54.0	1	54.0	-	-	-	-
\$18 to \$18.99.	2	53.5	2	53.5	-	-	-	-
Productive Occupa- tions.	10,094	52.0	6,162	53.3	1,362	63.3	2,510	41.5
Males.	6,541	53.9	4,199	54.1	1,325	63.5	1,017	40.7
Under \$3.	53	10.8	-	-	-	-	53	10.8
\$3 to \$3.99.	43	20.3	-	-	-	-	43	20.3
\$4 to \$4.99.	42	27.4	-	-	-	-	42	27.4
\$5 to \$5.99.	47	33.7	2	50.0	-	-	45	32.9
\$6 to \$6.99.	97	39.5	19	54.1	1	60.0	77	35.6
\$7 to \$7.99.	124	45.3	26	53.6	8	65.8	90	41.0
\$8 to \$8.99.	287	46.1	52	56.1	4	62.5	201	43.2
\$9 to \$9.99.	856	53.6	682	54.1	45	64.3	129	46.9
\$10 to \$10.99.	1,181	53.1	951	52.9	128	58.6	72	46.1
\$11 to \$11.99.	966	55.0	667	53.3	203	62.7	86	50.0
\$12 to \$12.99.	930	56.6	647	55.4	232	61.6	49	49.5
\$13 to \$13.99.	420	58.3	212	55.2	176	63.5	32	50.3
\$14 to \$14.99.	205	60.8	77	56.3	113	65.6	15	47.8
\$15 to \$15.99.	268	58.5	149	56.9	94	64.5	25	45.1
\$16 to \$16.99.	164	58.0	89	54.2	56	68.6	19	44.4
\$17 to \$17.99.	83	60.8	34	51.4	38	73.2	11	47.2
\$18 to \$18.99.	216	56.0	173	53.5	29	73.7	14	51.0
\$19 to \$19.99.	163	54.7	126	52.7	32	63.9	5	47.9
\$20 to \$24.99.	339	67.8	219	55.5	113	62.3	7	55.4
\$25 to \$29.99.	61	63.4	23	56.0	38	69.0	-	-
\$30 and over.	36	67.5	21	59.3	15	78.4	-	-

TABLE 7. — *Average Hours Worked and Number of Employees Who Worked Full Time, Overtime, and Undertime in a Representative Week Classified by Weekly Earnings*
— Continued.

SEX AND CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
Productive Occupa- tions — Con.								
Females.	3,493	48.5	1,963	53.2	37	54.0	1,493	42.0
Under \$3,	110	15.1	—	—	—	—	110	15.1
\$3 to \$3.99,	93	39.8	5	54.0	—	—	88	38.5
\$4 to \$4.99,	223	37.6	9	53.7	—	—	214	37.0
\$5 to \$5.99,	396	45.3	59	53.7	—	—	336	43.8
\$6 to \$6.99,	1,122	51.9	863	53.5	1	54.0	258	46.7
\$7 to \$7.99,	616	49.8	330	53.4	24	54.0	262	45.0
\$8 to \$8.99,	601	51.7	477	52.3	10	54.0	114	48.3
\$9 to \$9.99,	211	53.3	171	53.8	2	54.0	28	50.6
\$10 to \$10.99,	66	52.5	29	54.0	—	—	37	51.3
\$11 to \$11.99,	15	52.4	6	53.3	—	—	9	51.7
\$12 to \$12.99,	14	52.8	4	53.8	—	—	10	52.4
\$13 to \$13.99,	15	52.4	2	53.5	—	—	13	52.2
\$14 to \$14.99,	5	53.4	3	54.0	—	—	2	52.6
\$15 to \$15.99,	2	53.2	1	54.0	—	—	1	52.3
\$16 to \$16.99,	2	53.2	1	54.0	—	—	1	52.3
\$17 to \$17.99,	1	54.0	1	54.0	—	—	—	—
\$18 to \$18.99,	2	53.5	2	53.5	—	—	—	—
General Occupations, Producing Depart- ments.	659	55.2	339	55.5	165	65.3	146	43.1
Males.	661	55.7	396	55.8	164	65.3	131	43.3
Under \$3,	12	12.3	—	—	—	—	12	12.3
\$3 to \$3.99,	3	20.0	—	—	—	—	3	20.0
\$4 to \$4.99,	5	27.8	—	—	—	—	5	27.8
\$5 to \$5.99,	6	37.8	—	—	—	—	6	37.8
\$6 to \$6.99,	6	47.5	4	54.5	—	—	2	33.5
\$7 to \$7.99,	18	50.2	9	54.6	—	—	9	45.8
\$8 to \$8.99,	22	53.2	13	54.6	2	57.3	7	49.3
\$9 to \$9.99,	112	54.8	65	57.0	14	60.9	33	47.8
\$10 to \$10.99,	110	55.6	56	55.9	31	60.0	23	48.7
\$11 to \$11.99,	93	56.3	45	54.5	29	63.1	19	50.1
\$12 to \$12.99,	70	59.2	44	55.6	23	66.8	3	54.1
\$13 to \$13.99,	40	60.9	15	55.2	21	66.6	4	52.0
\$14 to \$14.99,	20	64.6	8	56.6	12	70.0	—	—
\$15 to \$15.99,	32	59.6	22	56.0	8	71.8	2	51.0
\$16 to \$16.99,	11	58.9	8	55.9	3	67.0	—	—
\$17 to \$17.99,	3	58.5	1	55.0	2	60.3	—	—
\$18 to \$18.99,	20	61.0	10	55.5	8	69.6	2	54.2
\$19 to \$19.99,	6	64.9	3	54.3	2	90.8	1	45.0
\$20 to \$24.99,	11	69.5	2	57.5	9	72.2	—	—
\$25 to \$29.99,	1	55.0	1	55.0	—	—	—	—
\$30 and over,	—	—	—	—	—	—	—	—
Females.	49	49.5	33	53.2	1	54.0	15	41.1
Under \$3,	2	19.0	—	—	—	—	2	19.0
\$4 to \$4.99,	2	37.6	—	—	—	—	2	37.6
\$5 to \$5.99,	2	51.3	—	—	—	—	2	51.3
\$6 to \$6.99,	9	52.8	7	54.0	—	—	2	48.5
\$7 to \$7.99,	15	52.2	13	52.2	—	—	2	52.5
\$8 to \$8.99,	9	53.8	8	53.8	—	—	1	53.3
\$9 to \$9.99,	6	53.0	3	54.0	1	54.0	2	48.5
\$10 to \$10.99,	1	54.0	1	54.0	—	—	—	—
\$11 to \$11.99,	1	49.0	—	—	—	—	1	49.0
\$12 to \$12.99,	2	51.5	1	54.0	—	—	1	49.0

TABLE 7. — *Average Hours Worked and Number of Employees Who Worked Full Time, Overtime, and Undertime in a Representative Week Classified by Weekly Earnings* — Concluded.

SEX AND CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
Power, Mechanical, and Yard Force.¹	2,159	59.2	1,121	57.7	775	56.8	263	43.4
Under \$3.	13	10.2	-	-	-	-	13	10.2
\$3 to \$3.99.	15	18.1	-	-	-	-	15	18.1
\$4 to \$4.99.	6	24.8	-	-	-	-	6	24.8
\$5 to \$5.99.	14	25.4	-	-	-	-	14	25.4
\$6 to \$6.99.	12	32.0	1	54.0	-	-	11	33.0
\$7 to \$7.99.	18	43.6	4	56.0	-	-	14	40.0
\$8 to \$8.99.	34	45.4	3	53.0	-	-	31	44.7
\$9 to \$9.99.	230	55.4	167	56.7	9	57.3	54	51.0
\$10 to \$10.99.	235	55.5	183	55.1	37	59.9	15	49.6
\$11 to \$11.99.	164	58.5	87	56.8	65	63.0	12	47.2
\$12 to \$12.99.	232	58.2	150	56.7	69	62.9	13	50.6
\$13 to \$13.99.	146	62.0	71	59.9	57	67.1	18	54.0
\$14 to \$14.99.	88	66.4	31	68.5	50	67.3	7	50.8
\$15 to \$15.99.	197	60.8	124	59.1	61	65.4	12	54.6
\$16 to \$16.99.	152	61.0	87	57.6	56	67.5	9	54.0
\$17 to \$17.99.	140	61.9	66	57.9	69	66.3	5	55.6
\$18 to \$18.99.	107	64.6	46	60.7	56	68.9	5	52.6
\$19 to \$19.99.	50	64.5	16	58.1	32	68.1	2	59.5
\$20 to \$24.99.	217	66.7	48	60.5	162	68.9	7	55.9
\$25 to \$29.99.	60	65.6	28	58.4	32	71.9	-	-
\$30 and over.	29	71.5	9	56.9	20	78.1	-	-

¹ All males.

The weekly earnings of all the employees who worked full time (7,622 or 59.3 per cent of the total number for whom weekly earnings were ascertained) ranged from \$3 to \$38.46, the majority earning \$9 and less than \$13. Among the employees who worked full time, the males constituted 73.8 per cent, and of the total number of males for whom hours worked were reported, 60.5 per cent worked full time as compared with 56.4 per cent of all the females. Over one-fifth (21.7 per cent) of the males who worked full time earned \$10 and less than \$11, and the majority (52.1 per cent) earned \$9 and less than \$12. The female employees who worked full time constituted 26.2 per cent of all the employees who worked full time as compared with 73.8 per cent of the male workers; 43.6 per cent earned \$6 and less than \$7, and over four-fifths (85.1 per cent) earned \$6 and less than \$9.

Over one-sixth (17.9 per cent) of the employees for whom hours of labor as well as the weekly earnings were obtained worked overtime, and the majority of these (54.1 per cent), all of whom were males, earned \$10 and less than \$15. Over one-fifth (22.7 per cent) of those for whom records of time worked were available worked less than full time, and of these the majority (50.8 per cent) earned \$5 and less than \$9. There

were 1,028 employees, mostly piece-workers, for whom earnings were obtained from the pay-rolls of the manufacturers, but for whom no time records were kept. Of these workers the majority (57.2 per cent) earned \$6 and less than \$9.

Of the 6,541 male employees in productive occupations included in this report 1.5 per cent of the total earned \$6 and under \$7 a week, 18.1 per cent earned \$10 and under \$11 a week, and 14.6 per cent earned \$11 and under \$12 a week. Among the 3,493 females the largest group (32.1 per cent) earned \$6 and under \$7 a week, 17.6 per cent earned \$7 and under \$8 a week, and 17.2 per cent earned \$8 and under \$9 a week. The average earnings for the 12,843 employees were \$11.20 a week.

The following table shows the weekly earnings of all of the employees for whom records of the weekly hours worked were available and gives the number of male and female employees, without regard to age, employed as time-workers, two-shift workers, three-shift workers, and piece-workers, classified according to their earnings in a representative week. For each wage group the average hours worked are given. The facts are shown for all occupations and separately for productive occupations, general occupations in the producing departments, and the power, mechanical, and yard force.

TABLE 8. — *Average Hours Worked and Number of Time-Workers, Shift-Workers and Piece-Workers Classified by Weekly Earnings.*

CLASSIFIED WEEKLY EARN- INGS.	ALL OCCUPA- TIONS		TIME- WORKERS		TWO-SHIFT WORKERS		THREE-SHIFT WORKERS		PIECE- WORKERS	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
All Occupations.	12,843	58.4	7,765	54.1	1,254	64.2	2,832	49.2	1,012	46.7
Males.	9,391	55.3	5,144	56.5	1,254	64.2	2,832	49.2	71	55.4
Under \$3.	78	10.9	52	10.8	15	13.3	11	8.3	-	-
\$3 to \$3.99.	61	19.7	33	19.7	10	25.7	18	16.4	-	-
\$4 to \$4.99.	53	27.2	29	28.2	12	29.3	11	22.2	1	26.0
\$5 to \$5.99.	67	32.3	45	33.9	8	37.3	13	23.8	1	34.0
\$6 to \$6.99.	115	39.1	73	42.7	8	41.6	34	31.0	-	-
\$7 to \$7.99.	160	45.6	100	47.0	28	51.9	31	35.3	1	50.0
\$8 to \$8.99.	313	46.5	170	48.7	35	57.2	107	39.4	1	53.0
\$9 to \$9.99.	1,198	54.0	763	54.6	158	64.6	277	46.5	-	-
\$10 to \$10.99.	1,526	53.7	779	55.9	173	63.4	574	47.8	-	-
\$11 to \$11.99.	1,213	55.6	595	43.3	179	67.0	436	49.0	3	49.3
\$12 to \$12.99.	1,232	57.0	725	57.3	178	65.7	325	51.6	4	58.7
\$13 to \$13.99.	606	59.4	369	60.0	92	67.6	137	52.5	8	54.4
\$14 to \$14.99.	313	62.6	192	62.4	45	69.5	68	58.7	8	62.0
\$15 to \$15.99.	497	59.4	308	60.3	62	66.1	119	54.0	8	56.3
\$16 to \$16.99.	327	59.4	150	62.1	35	68.0	134	54.5	8	53.4
\$17 to \$17.99.	226	61.5	104	67.8	14	69.7	106	54.4	3	53.3
\$18 to \$18.99.	343	59.0	189	61.1	52	70.0	117	51.2	5	54.7
\$19 to \$19.99.	219	57.2	82	62.6	32	65.9	102	50.2	3	58.7
\$20 to \$24.99.	567	61.4	278	64.3	98	67.7	177	53.8	14	58.1
\$25 to \$29.99.	122	64.4	76	62.6	14	78.8	29	63.0	3	58.3
\$30 and over.	66	69.3	52	66.5	6	78.8	7	82.0	-	-

TABLE 8. — *Average Hours Worked and Number of Time-Workers, Shift-Workers and Piece-Workers Classified by Weekly Earnings — Continued.*

CLASSIFIED WEEKLY EARN- INGS.	ALL OCCUPA- TIONS		TIME- WORKERS		TWO-SHIFT WORKERS		THREE-SHIFT WORKERS		PIECE- WORKERS	
	Number of Em- ployees	Aver- age Hours	Number of Em- ployees	Aver- age Hours	Number of Em- ployees	Aver- age Hours	Number of Em- ployees	Aver- age Hours	Number of Em- ployees	Aver- age Hours
All Occupations — Con.										
Females.	3,542	48.5	2,661	49.4	-	-	-	-	941	46.6
Under \$3.	112	15.2	96	14.2	-	-	-	-	16	20.9
\$3 to \$3.99.	93	39.3	61	42.0	-	-	-	-	32	34.1
\$4 to \$4.99.	225	37.6	167	37.0	-	-	-	-	58	39.5
\$5 to \$5.99.	397	45.3	250	47.0	-	-	-	-	147	42.5
\$6 to \$6.99.	1,131	51.9	966	52.6	-	-	-	-	165	47.8
\$7 to \$7.99.	631	49.9	407	52.1	-	-	-	-	224	45.9
\$8 to \$8.99.	610	51.7	476	52.4	-	-	-	-	134	49.2
\$9 to \$9.99.	217	53.3	161	53.9	-	-	-	-	56	51.5
\$10 to \$10.99.	67	52.5	4	52.5	-	-	-	-	63	52.5
\$11 to \$11.99.	16	52.2	3	51.0	-	-	-	-	13	52.4
\$12 to \$12.99.	16	52.7	6	53.0	-	-	-	-	10	52.4
\$13 to \$13.99.	15	52.4	2	53.5	-	-	-	-	13	52.2
\$14 to \$14.99.	5	53.4	1	54.0	-	-	-	-	4	53.3
\$15 to \$15.99.	2	53.2	-	-	-	-	-	-	2	53.2
\$16 to \$16.99.	2	53.2	-	-	-	-	-	-	2	53.2
\$17 to \$17.99.	1	54.0	-	-	-	-	-	-	1	54.0
\$18 to \$18.99.	2	53.5	1	53.0	-	-	-	-	1	54.0
Productive Occu- pations.	19,634	52.6	5,522	52.3	1,196	63.6	2,410	48.4	996	46.6
Males.	6,541	53.9	2,979	54.6	1,196	63.6	2,410	48.4	55	55.5
Under \$3.	53	10.8	29	10.4	14	13.3	10	8.1	-	-
\$3 to \$3.99.	43	20.3	20	20.4	10	25.7	13	16.0	-	-
\$4 to \$4.99.	42	27.4	21	28.4	10	29.9	10	22.8	1	28.0
\$5 to \$5.99.	47	33.7	27	36.7	8	37.3	11	23.7	1	34.0
\$6 to \$6.99.	97	39.5	60	43.1	7	44.7	30	31.0	-	-
\$7 to \$7.99.	124	45.3	69	47.0	24	52.1	30	35.5	1	50.0
\$8 to \$8.99.	257	46.1	126	48.4	30	58.0	100	39.5	1	53.0
\$9 to \$9.99.	856	53.6	436	53.9	156	64.7	264	46.5	-	-
\$10 to \$10.99.	1,181	53.1	483	55.9	161	63.2	537	47.7	-	-
\$11 to \$11.99.	956	55.0	373	34.5	168	66.9	414	49.0	1	38.0
\$12 to \$12.99.	930	56.6	504	56.6	177	65.6	267	51.2	2	63.3
\$13 to \$13.99.	420	58.3	224	59.0	72	66.8	122	52.2	2	52.8
\$14 to \$14.99.	205	60.8	109	59.5	34	66.9	55	59.3	7	63.8
\$15 to \$15.99.	268	58.5	133	58.7	50	65.3	77	53.9	8	56.3
\$16 to \$16.99.	164	58.0	63	58.9	27	63.2	68	53.4	6	53.3
\$17 to \$17.99.	83	66.8	39	68.9	10	67.6	31	49.3	3	52.3
\$18 to \$18.99.	216	56.0	75	58.2	40	67.6	98	49.6	3	55.0
\$19 to \$19.99.	163	54.7	43	58.8	26	65.3	92	49.7	2	60.5
\$20 to \$24.99.	339	57.3	90	60.7	86	65.6	149	51.6	14	56.1
\$25 to \$29.99.	61	63.4	22	58.7	10	80.1	26	61.7	3	58.3
\$30 and over.	36	67.5	24	60.9	6	78.8	6	82.5	-	-
Females.	3,483	48.5	2,552	49.3	-	-	-	-	941	46.6
Under \$3.	110	15.1	94	14.1	-	-	-	-	16	20.9
\$3 to \$3.99.	93	39.3	61	42.0	-	-	-	-	32	34.1
\$4 to \$4.99.	223	37.6	165	37.0	-	-	-	-	58	39.5
\$5 to \$5.99.	395	45.3	248	47.0	-	-	-	-	147	42.5
\$6 to \$6.99.	1,122	51.9	957	52.6	-	-	-	-	165	47.8
\$7 to \$7.99.	616	49.8	392	52.1	-	-	-	-	224	45.9
\$8 to \$8.99.	601	51.7	467	52.4	-	-	-	-	134	49.2
\$9 to \$9.99.	211	53.3	155	53.9	-	-	-	-	56	51.5
\$10 to \$10.99.	66	52.5	3	52.0	-	-	-	-	63	52.5
\$11 to \$11.99.	15	52.4	2	52.0	-	-	-	-	13	52.4
\$12 to \$12.99.	14	52.8	4	53.8	-	-	-	-	10	52.4
\$13 to \$13.99.	15	52.4	2	53.5	-	-	-	-	13	52.2
\$14 to \$14.99.	5	53.4	1	54.0	-	-	-	-	4	53.3
\$15 to \$15.99.	2	53.2	-	-	-	-	-	-	2	53.2
\$16 to \$16.99.	2	53.2	-	-	-	-	-	-	2	53.2
\$17 to \$17.99.	1	54.0	-	-	-	-	-	-	1	54.0
\$18 to \$18.99.	2	53.5	1	53.0	-	-	-	-	1	54.0

TABLE 8. — *Average Hours Worked and Number of Time-Workers, Shift-Workers and Piece-Workers Classified by Weekly Earnings — Concluded.*

CLASSIFIED WEEKLY EARN- INGS.	ALL OCCU- PTIONS		TIME- WORKERS		TWO-SHIFT WORKERS		THREE-SHIFT WORKERS		PIECE- WORKERS	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
General Occupa- tions, Producing Departments.	650	55.2	616	55.1	12	61.8	9	56.1	13	54.8
Males.	691	55.7	567	55.5	12	61.8	9	56.1	13	54.8
Under \$3.	12	12.3	11	12.2	1	13.0	-	-	-	-
\$3 to \$3.99.	3	20.0	2	20.0	-	-	1	20.0	-	-
\$4 to \$4.99.	5	27.8	5	27.8	-	-	-	-	-	-
\$5 to \$5.99.	6	37.8	6	37.8	-	-	-	-	-	-
\$6 to \$6.99.	6	47.5	6	47.5	-	-	-	-	-	-
\$7 to \$7.99.	18	50.2	15	49.7	3	52.7	-	-	-	-
\$8 to \$8.99.	22	53.2	22	53.2	-	-	-	-	-	-
\$9 to \$9.99.	112	54.8	110	54.9	-	-	2	47.5	-	-
\$10 to \$10.99.	110	55.6	104	55.1	4	66.3	2	60.0	-	-
\$11 to \$11.99.	93	56.3	89	56.5	-	-	2	49.0	2	55.0
\$12 to \$12.99.	70	59.2	68	59.4	-	-	-	-	2	54.2
\$13 to \$13.99.	40	60.9	37	61.3	-	-	-	-	3	55.0
\$14 to \$14.99.	20	64.6	17	62.6	2	76.5	-	-	1	57.6
\$15 to \$15.99.	22	59.6	30	58.6	2	76.0	-	-	-	-
\$16 to \$16.99.	11	58.9	9	60.0	-	-	-	-	2	54.0
\$17 to \$17.99.	3	58.5	3	58.5	-	-	-	-	-	-
\$18 to \$18.99.	20	61.0	18	61.8	-	-	-	-	2	54.2
\$19 to \$19.99.	6	64.9	5	66.9	-	-	-	-	1	55.0
\$20 to \$24.99.	11	69.5	9	69.9	-	-	2	86.0	-	-
\$25 to \$29.99.	1	55.0	1	55.0	-	-	-	-	-	-
\$30 and over.	-	-	-	-	-	-	-	-	-	-
Females.	49	49.5	49	49.5	-	-	-	-	-	-
Under \$3.	2	19.0	2	19.0	-	-	-	-	-	-
\$3 to \$3.99.	-	-	-	-	-	-	-	-	-	-
\$4 to \$4.99.	2	37.6	2	37.6	-	-	-	-	-	-
\$5 to \$5.99.	2	51.3	2	51.3	-	-	-	-	-	-
\$6 to \$6.99.	9	52.8	9	52.8	-	-	-	-	-	-
\$7 to \$7.99.	15	52.2	15	52.2	-	-	-	-	-	-
\$8 to \$8.99.	9	53.8	9	53.8	-	-	-	-	-	-
\$9 to \$9.99.	6	53.0	6	53.0	-	-	-	-	-	-
\$10 to \$10.99.	1	54.0	1	54.0	-	-	-	-	-	-
\$11 to \$11.99.	1	49.0	1	49.0	-	-	-	-	-	-
\$12 to \$12.99.	2	51.5	2	51.5	-	-	-	-	-	-
Power, Mechan- ical, and Yard Force.¹	2,159	59.2	1,697	59.8	126	69.2	413	53.7	3	55.9
Under \$3.	13	10.2	12	10.2	-	-	1	10.0	-	-
\$3 to \$3.99.	15	18.1	11	18.5	-	-	4	17.0	-	-
\$4 to \$4.99.	6	24.8	3	27.0	2	26.0	1	16.0	-	-
\$5 to \$5.99.	14	25.4	12	25.6	-	-	2	24.0	-	-
\$6 to \$6.99.	12	32.0	7	34.6	1	20.0	4	30.5	-	-
\$7 to \$7.99.	18	43.6	16	44.4	1	44.0	1	30.0	-	-
\$8 to \$8.99.	34	45.4	22	46.3	5	52.8	7	37.4	-	-
\$9 to \$9.99.	230	55.4	217	55.8	2	54.8	11	47.5	-	-
\$10 to \$10.99.	235	55.5	192	56.3	8	66.4	35	48.5	-	-
\$11 to \$11.99.	164	58.5	123	59.2	11	67.1	20	49.8	-	-
\$12 to \$12.99.	232	58.2	153	58.9	21	66.4	58	53.4	-	-
\$13 to \$13.99.	146	62.0	108	61.5	20	70.8	15	55.0	3	55.0
\$14 to \$14.99.	88	66.4	66	67.0	9	77.9	12	55.7	-	-
\$15 to \$15.99.	197	60.8	145	62.2	10	68.0	42	54.1	-	-
\$16 to \$16.99.	152	61.0	78	64.9	8	67.4	66	55.6	-	-
\$17 to \$17.99.	140	61.9	62	67.5	4	75.0	74	56.5	-	-
\$18 to \$18.99.	107	64.6	76	63.9	12	77.9	19	59.0	-	-
\$19 to \$19.99.	50	64.5	34	66.7	6	68.2	10	55.0	-	-
\$20 to \$24.99.	217	66.7	179	66.0	12	82.7	26	63.8	-	-
\$25 to \$29.99.	60	65.6	53	64.4	4	75.5	3	74.3	-	-
\$30 and over.	29	71.5	28	71.2	-	-	1	79.0	-	-

¹ All males.

Comparing the earnings of all male employees we find that the largest number, 1,526, or 16.4 per cent, earned between \$10 and \$11, and worked 53.7 hours a week, as compared with 15.1 per cent of the time-workers who worked 55.9 hours a week, 13.8 per cent of the two-shift workers who worked 63.4 hours a week, and 20.3 per cent of the three-shift workers who worked 47.8 hours a week. The largest number in any wage group among the piece-workers was 14 who earned between \$20 and \$25 and worked 56.1 hours a week. This table shows the higher earnings and shorter hours of the three-shift workers as compared with all other classes of paper-mill workers.

Among the female employees we find that the piece-workers earned the largest amounts a week and also worked the shortest number of hours. The largest number of females, 1,131, or 31.9 per cent, earned between \$6 and \$7 and worked 51.9 hours a week. Among the time-workers we find that 966, or 37.1 per cent, earned between \$6 and \$7 and worked 52.6 hours a week, while the largest number of piece-workers, 224, or 23.8 per cent, earned between \$7 and \$8 and worked 45.9 hours.

In the supplementary inquiry made in March, 1914, it was found that 417 employees in 15 mills had received changes in weekly rates of wages since October, 1912 — 309 receiving increases and 108 receiving decreases — the average net increase per employee being 57 cents for a full-time week.¹

¹ While it was not deemed advisable to make a retabulation of the earnings and hours, as of 1912, affected by the general changes which took place between October 1, 1912 and March, 1914, we have presented in the following table the weekly earnings of beatermen's helpers, the occupation in which the largest number of employees were engaged (735) in 1912 and which was most affected by changes in wages and hours, 77 having received changes of one kind or another.

CLASSIFICATION.	Total Number of Em- ployees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25
Beatermen's Helpers, 1912,	735	\$10.31	20	9	22	148	445	66	4	1
Beatermen's Helpers, 1914,	749	10.31	16	8	20	150	445	65	4	1
Full-time, 1912, . . .	555	10.55	-	-	-	100	429	26	-	-
Full time, 1914, . . .	579	-	-	-	-	102	448	29	-	-
Overtime, 1912, . . .	81	12.47	-	-	-	4	32	40	4	1
Overtime, 1914, . . .	77	-	-	-	-	3	33	36	4	1
Undertime, 1912, . . .	99	7.14	20	9	22	44	4	-	-	-
Undertime, 1914, . . .	93	-	16	8	20	45	4	-	-	-
Time-workers, 1912, . .	9	11.40	-	-	-	2	5	2	-	-
Time-workers, 1914, . .	9	11.40	-	-	-	2	5	2	-	-
Two-shift workers, 1912, .	211	10.26	8	4	2	48	122	27	-	-
Two-shift workers, 1914, .	166	10.26	5	3	1	45	88	24	-	-
Three-shift workers, 1912,	515	10.31	12	5	20	98	338	37	4	1
Three-shift workers, 1914,	517	10.31	11	5	19	103	392	39	4	1

D. TIME, SHIFT, AND PIECE-WORKERS.

(a) *Time-Workers.*

Data relative to weekly earnings of paper-mill workers were obtained for 13,871 employees in 86 mills and of this number 7,763 or 56.0 per cent were time or day-workers. Of the 7,763 time-workers 5,144, or 66.3 per cent, were males and 2,619, or 33.7 per cent, were females.

Of the 7,763 time-workers in the paper mills 13.4 per cent of the total earned between \$6 and \$6.99 a week. The next largest group (11.9 per cent) earned between \$9 and \$9.99 a week, and 10.2 per cent earned between \$10 and \$10.99 a week. The time-workers were massed between \$6 and \$12.99, 67.6 per cent earning between these amounts.

Over three-fourths (76.3 per cent) of the male time-workers in all occupations, regardless of time worked, earned less than \$15 a week as compared with 80.0 per cent of the time-workers who worked full time, 83.5 per cent of all the male time-workers in productive occupations, 86.8 per cent of all those in general occupations in the producing departments, and 59.2 per cent of all those in the power, mechanical, and yard force.

Among the female time-workers 74.7 per cent earned less than \$8 a week as compared with 65.3 per cent of those working full time.

(b) *Shift-Workers.*

Of the 13,871 paper-mill employees in Massachusetts in October, 1912, 1,254, or 9.0 per cent, worked two shifts and 2,832, or 20.4 per cent, worked three shifts. The shift-workers were all males and of the total number of shift-workers, 30.7 per cent worked two shifts and 69.3 per cent worked three shifts. Since the original data on which this report is based were collected in the Autumn of 1912, six mills, employing 183 shift-workers, changed from the two-shift to the three-shift system and, instead of employing 183 two-shift workers, now employ 259 three-shift workers. Revising the data obtained as of October 1, 1912 in accordance with the data obtained as of March 23, 1914, we find that there were on the latter date 1,071 two-shift workers and 3,091 three-shift workers; or 74.3 per cent of the shift-workers in Massachusetts in March, 1914, were on the three-shift basis as compared with 69.3 per cent in October, 1912.

In October, 1912, 16.8 per cent of the male workers in the productive occupations were two-shift men and 36.7 per cent were three-shift men; in the general occupations, producing departments, 2.0 per cent worked two shifts and 1.5 per cent worked three shifts, while, of the male em-

ployees in the power, mechanical, and yard departments, 6.3 per cent worked two shifts and 19.1 per cent worked three shifts.

The following table shows, in the form of cumulative percentages, the proportion of two-shift and three-shift men working full time, overtime, and undertime in the productive and non-productive occupations, whose weekly earnings fell within the specified limits.

TABLE 9. — *Percentage of Shift-Workers working Full Time, Overtime, and Undertime, Whose Weekly Earnings fell within Certain Specified Wage Groups.*

Two-Shift Workers.							
CLASSIFICATION.	Total Number of Em- ployees	Under \$10	Under \$12	Under \$15	\$15 and over	\$20 and over	\$25 and over
All Occupations.	1,254	21.9	50.0	75.1	24.9	9.4	1.6
Full time,	842	16.6	49.9	74.6	25.4	9.4	1.1
Overtime,	260	10.8	32.3	67.3	32.7	13.8	4.2
Undertime,	152	69.8	80.3	90.8	9.2	2.0	—
Productive Occupations.	1,166	23.4	53.2	76.9	23.1	9.2	1.4
Full time,	755	18.4	53.0	75.6	24.4	9.4	0.8
Overtime,	216	13.0	37.5	73.1	26.9	13.0	4.6
Undertime,	135	68.1	79.3	90.4	9.6	2.2	—
General Occupations, Producing Departments.	12	33.3	66.7	83.3	16.7	—	—
Power, Mechanical, and Yard Force.	126	8.1	22.1	58.8	41.2	11.8	2.9
Full time,	82	1.2	19.5	63.4	36.6	9.8	3.7
Overtime,	41	—	7.3	39.0	61.0	19.5	2.4
Undertime,	13	76.9	84.6	92.3	7.7	—	—
Three-Shift Workers.							
All Occupations.	2,832	17.7	53.4	72.1	27.9	7.5	1.3
Full time,	1,795	12.1	59.5	73.5	26.5	5.1	0.2
Overtime,	660	0.9	18.8	58.0	42.0	18.5	5.0
Undertime,	377	73.7	84.6	89.9	10.1	—	—
Productive Occupations.	2,410	19.4	58.9	77.3	22.7	7.5	1.3
Full time,	1,555	13.7	65.3	78.8	21.2	5.9	0.2
Overtime,	528	0.8	22.0	64.4	35.6	17.2	5.5
Undertime,	332	75.6	86.7	90.4	9.6	—	—
General Occupations, Producing Departments.	9	33.3	77.8	77.8	22.2	22.2	—
Power, Mechanical, and Yard Force.	413	7.5	20.8	41.6	58.4	7.3	1.0
Full time,	237	2.1	21.1	38.4	61.6	—	—
Overtime,	134	1.5	6.0	33.6	66.4	22.4	3.0
Undertime,	42	57.1	66.7	85.7	14.3	—	—

The following table shows the average hours actually worked and the average weekly earnings in a representative week of two-shift workers and three-shift workers in some of the principal occupations.

TABLE 10. — *Average Weekly Hours Worked and Average Weekly Earnings of Two-Shift and Three-Shift Workers in Some of the Principal Occupations.*

OCCUPATIONS.	TWO-SHIFT WORKERS			THREE-SHIFT WORKERS		
	Number of Em- ployees	Average Weekly Hours Worked	Average Weekly Earnings	Number of Em- ployees	Average Weekly Hours Worked	Average Weekly Earnings
All Occupations.	1,254	64.2	\$12.80	2,832	49.2	\$12.80
Productive Occupations.	1,186	63.6	12.79	2,419	48.4	12.66
Backtenders,	144	64.0	12.72	345	48.8	11.58
Beatermen,	206	64.8	13.25	272	49.4	15.19
Beatermen's helpers,	311	62.2	10.26	515	46.8	10.31
Bleacher men,	38	57.4	10.12	24	50.9	11.09
Calendermen,	11	57.0	11.30	114	48.8	12.02
Calendermen's helpers,	21	51.4	8.30	60	48.4	10.11
Machine tenders,	147	64.9	19.84	380	48.6	19.21
Reel boys,	11	57.1	8.81	94	48.9	10.10
Third hands,	48	65.5	10.21	117	50.9	10.56
Washer men,	46	64.3	12.17	111	48.7	12.15
Washer men's helpers,	16	65.3	12.43	100	46.9	10.15
General Occupations, Producing Departments.	12	61.8	10.31	9	56.1	12.62
Power, Mechanical, and Yard Force.	126	69.3	14.06	413	53.7	14.97
Engineers,	24	70.7	19.64	74	53.1	17.32
Engineers' helpers,	13	75.6	14.00	38	50.1	11.17
Firemen,	59	67.9	14.82	197	55.0	16.19
Firemen's helpers,	38	69.0	11.58	97	52.6	11.06
Employees who worked Full Time.	842	64.1	12.13	1,795	48.6	12.37
Productive Occupations,	755	63.6	12.97	1,555	48.0	12.58
General Occupations, Producing Departments,	5	66.8	10.90	3	56.0	10.90
Power, Mechanical, and Yard Force,	82	68.5	14.74	237	52.4	14.81

The average weekly earnings of the two-shift workers and three-shift workers in all occupations, in productive occupations and in power, mechanical, and yard occupations are very nearly the same, although, of course, the average hours vary greatly. We find the greatest variations among the engineers' helpers, the average weekly earnings of those who were three-shift workers being \$11.17 and the average time worked being 50.1 hours, while the average earnings of those who were two-shift workers were \$14 a week and the average hours worked were 75.6 a week. The three-shift engineers earned \$17.32 a week of 53.1 hours as compared with the two-shift engineers who earned \$19.64 a week of 70.7 hours. Among the beatermen and firemen, on the other hand, we find the three-shift workers earning more than the two-shift workers, the averages for beatermen being \$15.19 a week of 49.4 hours for three-shift workers as compared with \$13.25 a week of 64.8 hours for two-shift workers, and among the firemen the three-shift workers earned \$16.19 a week of 55.0 hours as compared with \$14.82 a week of 67.9 hours for two-shift workers.

Among the shift-workers in all occupations who worked full time the three-shift workers earned on an average 26 cents less a week than the two-shift workers and worked about 15 hours less a week.

(c) *Piece-Workers.*

Of the 13,871 paper-mill employees in Massachusetts in October, 1912, 2,022, or 14.6 per cent, were piece-workers, and of this number 101, or 5.0 per cent, were males and 1,921, or 95.0 per cent, were females.

In all occupations 63.8 per cent of the female piece-workers earned less than \$8 in a representative week and 57.0 per cent of the female employees who worked full time earned less than \$8 a week, as did 71.6 per cent of those who worked undertime, and 59.6 per cent of those for whom the number of hours worked was not reported. Of the 101 male piece-workers, 41.6 per cent earned less than \$15 a week.

3. HOURLY EARNINGS.

In the foregoing pages, weekly earnings, which show the effect of working hours on wages, have been discussed somewhat at length. For exact comparisons earnings reduced to an hourly basis are, of course, much more satisfactory. A very large amount of computation was necessary to reduce the earnings of all the employees to an hourly basis. The hourly *earnings* were computed by dividing the *actual amounts received* by the employees during a representative week by the number of *hours actually worked*, and must not be confused with *hourly rates*. In using the figures on hourly *earnings* it must be borne in mind that differences shown are due to the net effect of short time and overtime as well as to differences in *hourly rates*.

The total number of employees in the paper and wood pulp industry for whom the actual hours worked were recorded on the pay-rolls was 12,843, of whom 9,226, or 71.8 per cent, were males 16 years of age and over, 75 were males under 16 years of age, 3,467, or 27.0 per cent, were females 16 years of age and over, and 75 were females under 16 years of age.

More than one-half (53.0 per cent) of the 12,843 employees in the paper mills of Massachusetts earned 16 and under 25 cents an hour; over one-fifth (26.3 per cent) earned less than 16 cents an hour; over one-third (39.7 per cent) earned less than 18 cents an hour; over three-fourths (79.3 per cent) earned less than 25 cents an hour; 88.6 per cent earned less than 30 cents an hour, and 3.3 per cent earned 40 cents and over an hour.

The summary which follows shows, in cumulative form, the percentage of paper-mill workers earning less than specified amounts an hour.

TABLE 11. — *Percentage of Employees whose Hourly Earnings fell within Certain Specified Wage Groups.*

CLASSIFICATION.	Total Number of Em- ployees	Under 12 cents	Under 14 cents	Under 16 cents	Under 18 cents	Under 20 cents	Under 25 cents	25 cents and over
All Occupations.	12,843	6.0	17.1	26.3	30.7	51.1	79.3	20.7
Males.	9,301	0.6	1.7	7.8	21.1	34.3	71.6	28.4
Under 16 years of age,	75	24.0	42.7	82.7	96.0	96.0	100.0	—
16 years and over,	9,226	0.4	1.4	6.6	20.5	33.8	71.4	28.6
Females.	3,542	20.5	57.4	78.5	88.8	95.1	99.2	0.8
Under 16 years of age,	75	70.7	89.3	97.3	98.7	100.0	100.0	—
16 years and over,	3,467	19.4	56.7	76.0	88.6	95.0	99.2	0.8
Productive Occupations.	10,034	7.6	21.3	32.0	44.8	55.2	63.3	16.7
Males,	6,541	0.7	2.0	8.2	21.3	33.8	74.9	25.1
Females,	3,493	20.4	57.4	76.5	88.9	95.2	99.3	0.7
General Occupations, Produc- ing Departments.	659	2.6	6.8	16.3	34.5	53.1	86.6	13.4
Males,	601	1.0	2.8	11.5	30.4	50.2	85.7	14.3
Females,	49	22.4	55.1	75.5	83.7	87.8	96.0	2.0
Power, Mechanical, and Yard Force.	2,159	1—	0.5	3.0	17.8	31.2	58.0	42.0
Males,	2,159	1—	0.5	3.0	17.8	31.2	58.0	42.0

¹ Less than 0.05 per cent.

Comparing first the male and female employees, wide differences are seen to exist in the general level and range of earnings as was the case in the matter of weekly earnings. Over three-fourths (76.5 per cent) of the female employees earned less than 16 cents an hour and 95.1 per cent earned less than 20 cents an hour. These two rates of earnings are cited here because they are the prevailing rates paid to day-workers in unskilled domestic service for washing (15 cents an hour) and for cleaning (20 cents an hour). The prevailing minimum rate for unskilled manual labor for males in Boston and vicinity is 25 cents an hour and we find that among the 9,301 men, skilled and unskilled, employed in the paper mills of Massachusetts, 71.6 per cent earned less than 25 cents an hour. In comparing these rates it must be understood, however, that employees in paper mills are employed regularly throughout the year and many live in localities where the cost of living is not so great as in the larger cities.

The level of hourly earnings for males was higher in the power, mechanical, and yard occupations than in either the productive occupations or the general occupations, producing departments, and was higher in the productive occupations than in the general occupations.

The following table shows, in summary form, the hourly earnings of all the paper-mill employees for whom hours of labor were reported, and gives the number of male and female employees, classified according to

their hourly earnings in a representative week. The facts are shown for all occupations and separately for productive occupations, general occupations in the producing departments and for power, mechanical, and yard occupations.

TABLE 12. — *Number and Percentage of Employees Earning Each Classified Amount an Hour: By Sex.*

CLASSIFIED HOURLY EARNINGS.	ALL OCCUPATIONS		PRODUCTIVE OCCUPATIONS		GENERAL OCCUPATIONS, PRODUCING DEPARTMENT		POWER, MECHANICAL, AND YARD FORCE	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Males.	9,361	100.0	6,541	100.0	661	100.0	2,159	100.0
Under 10 cents, . . .	1	1-	-	-	1	0.2	-	-
10 to 11.9 cents, . . .	51	0.5	45	0.7	5	0.8	1	1-
12 to 13.9 cents, . . .	109	1.2	89	1.4	11	1.8	9	0.4
14 to 15.9 cents, . . .	509	5.5	403	6.2	52	8.7	54	2.5
16 to 17.9 cents, . . .	1,289	13.9	854	13.0	114	19.0	321	14.9
18 to 19.9 cents, . . .	1,228	13.2	820	12.5	119	19.8	289	13.4
20 to 24.9 cents, . . .	3,477	37.4	2,685	41.0	213	35.4	579	26.8
25 to 29.9 cents, . . .	1,184	12.7	711	10.9	52	8.7	421	19.5
30 to 39.9 cents, . . .	1,032	11.1	602	9.2	31	5.1	399	18.5
40 cents and over, . . .	421	4.5	332	5.1	3	0.5	86	4.0
Females.	3,543	100.0	3,493	100.0	49	100.0	-	-
Under 10 cents, . . .	51	1.4	50	1.4	1	2.0	-	-
10 to 11.9 cents, . . .	674	19.0	664	19.0	10	20.4	-	-
12 to 13.9 cents, . . .	1,308	36.9	1,292	37.0	16	32.7	-	-
14 to 15.9 cents, . . .	676	19.1	666	19.1	10	20.4	-	-
16 to 17.9 cents, . . .	436	12.3	432	12.4	4	8.2	-	-
18 to 19.9 cents, . . .	225	6.4	223	6.4	2	4.1	-	-
20 to 24.9 cents, . . .	145	4.1	140	4.0	5	10.2	-	-
25 to 29.9 cents, . . .	22	0.6	21	0.6	1	2.0	-	-
30 to 39.9 cents, . . .	5	0.2	5	0.1	-	-	-	-

¹ Less than 0.05 per cent.

Considering the employees in paper mills, regardless of occupations, we find that 7,178, or 77.2 per cent of the male workers, earned 16 cents but less than 30 cents an hour, and that 3,094, or 87.4 per cent of the female employees, earned 10 cents but less than 18 cents an hour. The employees engaged in productive occupations show earnings in similar proportions — 77.5 per cent for males and 87.4 per cent for females. Among the employees in general occupations, producing departments, 74.2 per cent of the males earned 16 but less than 25 cents an hour, and 73.5 per cent of the females earned 10 but less than 16 cents an hour. Hourly earnings were somewhat higher in the power, mechanical, and yard occupations, 78.2 per cent earning 18 but less than 40 cents an hour.

The following summary table shows the distribution of the employees by classified hourly earnings.

TABLE 13. — *Number, Percentage Distribution, and Percentage of Total Number of Employees of Each Sex and Age Group Earning Each Classified Amount an Hour.*

HOURLY EARNINGS.	Both Sexes	MALES		FEMALES		PERCENTAGE DISTRIBUTION			PERCENTAGE OF TOTAL	
		Men	Boys	Women	Girls	Both Sexes	Males	Fe- males	Males	Fe- males
Totals.	12,843	9,226	75	3,487	75	106.0	106.0	100.0	72.4	27.5
Under 10 cents, . . .	52	1	-	42	9	0.4	1-	1.4	1.9	98.1
10 to 11.9 cents, . . .	725	33	18	680	44	5.7	0.5	19.0	7.0	92.9
12 to 13.9 cents, . . .	1,417	95	14	1,294	14	11.0	1.2	36.9	7.7	92.2
14 to 15.9 cents, . . .	1,185	479	30	670	6	9.2	5.5	19.1	43.0	57.0
16 to 17.9 cents, . . .	1,725	1,279	10	485	1	13.4	12.9	12.3	74.7	25.2
18 to 19.9 cents, . . .	1,453	1,228	-	224	1	11.3	12.2	6.4	84.5	15.5
20 to 24.9 cents, . . .	3,622	3,474	3	145	-	28.2	37.4	4.1	96.0	4.0
25 to 29.9 cents, . . .	1,206	1,184	-	22	-	9.4	12.7	0.6	96.2	3.8
30 to 39.9 cents, . . .	1,037	1,032	-	5	-	8.1	11.1	0.2	99.5	0.5
40 cents and over, . . .	421	421	-	-	-	3.3	4.5	-	100.0	-

1 Less than 0.06 per cent.

Over one-fourth of the 12,843 wage-earners (28.2 per cent) were paid at least 20 cents but less than 25 cents an hour. The next largest group (13.4 per cent) received from 16 to 18 cents an hour; and 11.3 per cent received from 18 to 20 cents an hour. These three groups comprised over one-half (52.9 per cent) of the total number of employees considered.

The 777 employees who received less than 12 cents an hour formed 6.0 per cent of the total number, and the 421 employees who received at least 40 cents an hour formed 3.3 per cent; the two classes receiving these extremes in wages formed 9.3 per cent of all the employees.

Three-fourths of the female employees (75.0 per cent) received 10 cents but less than 16 cents an hour, and over one-third (36.9 per cent) of the female wage-earners were concentrated in the group earning 12 cents but less than 14 cents an hour.

The discussion in the preceding pages has been concerned with the employees in the paper industry without reference to whether operatives worked the customary hours, overtime, or undertime. The hourly earnings of the male employees who worked overtime were greater than the hourly earnings of those who worked full time, while in the case of the female employees the hourly earnings of those who worked undertime were greater than of those who worked full time or overtime.

The following table shows, for time-workers, two-shift workers, three-shift workers, and piece-workers of each sex, regardless of age, in all occupations and in productive and non-productive occupations, regardless of time worked, and for those working full time, the proportions of the total number whose hourly earnings in a representative week fell within certain specified limits.

TABLE 14. — *Percentage of Employees whose Hourly Earnings in a Representative Week fell within Specified Limits.*

All Employees.

CLASSIFICATION.	Total Number of Em- ployees	Under 12 cents	Under 14 cents	Under 16 cents	Under 18 cents	Under 20 cents	Under 25 cents	25 cents and over
All Occupations.	12,843	6.0	17.1	26.3	39.7	51.1	79.3	26.7
<i>Males.</i>	<i>9,301</i>	<i>0.6</i>	<i>1.7</i>	<i>7.8</i>	<i>21.1</i>	<i>34.3</i>	<i>71.6</i>	<i>28.4</i>
Time-workers,	5,144	0.6	1.7	6.2	25.3	43.5	75.8	24.2
Two-shift workers,	1,254	1.8	5.7	27.5	51.0	64.8	81.4	18.6
Three-shift workers,	2,532	—	—	1—	0.5	4.6	40.8	39.2
Piece-workers,	71	—	—	5.6	5.6	7.0	31.0	69.0
<i>Females.</i>	<i>3,542</i>	<i>20.5</i>	<i>57.4</i>	<i>76.5</i>	<i>88.8</i>	<i>95.1</i>	<i>99.2</i>	<i>0.8</i>
Time-workers,	2,801	23.2	65.1	84.9	95.9	98.9	99.8	0.2
Piece-workers,	941	12.9	36.2	53.2	69.1	84.8	97.6	2.4
Productive Occupations.	10,634	7.6	21.3	32.0	44.8	55.2	83.3	16.7
<i>Males.</i>	<i>6,541</i>	<i>0.7</i>	<i>2.0</i>	<i>8.8</i>	<i>21.3</i>	<i>33.8</i>	<i>74.9</i>	<i>25.1</i>
Time-workers,	2,970	0.8	2.2	7.1	26.5	45.5	80.8	19.2
Two-shift workers,	1,106	2.0	6.1	29.0	53.9	66.5	81.8	18.2
Three-shift workers,	2,410	—	—	1—	0.2	5.0	65.6	34.4
Piece-workers,	55	—	—	7.3	7.3	9.1	20.0	80.0
<i>Females.</i>	<i>3,493</i>	<i>20.4</i>	<i>57.4</i>	<i>76.5</i>	<i>88.9</i>	<i>95.2</i>	<i>99.3</i>	<i>0.7</i>
Time-workers,	2,552	23.2	65.2	85.1	96.2	99.1	99.9	0.1
Piece-workers,	941	12.9	36.2	53.2	69.1	84.8	97.6	2.4
Non-productive Occupations.	2,209	9.6	1.9	6.1	21.7	36.3	64.6	35.4
<i>Males.</i>	<i>2,760</i>	<i>0.3</i>	<i>1.0</i>	<i>4.8</i>	<i>20.6</i>	<i>35.4</i>	<i>64.1</i>	<i>35.9</i>
Time-workers,	2,174	0.3	1.1	5.0	23.7	40.8	69.0	31.0
Two-shift workers,	148	—	2.0	16.2	29.1	52.0	78.4	21.6
Three-shift workers,	422	—	—	—	2.3	2.6	33.4	66.6
Piece-workers,	16	—	—	—	—	—	68.8	31.2
<i>Females.</i>	<i>49</i>	<i>22.4</i>	<i>55.1</i>	<i>75.5</i>	<i>83.7</i>	<i>87.8</i>	<i>98.0</i>	<i>2.0</i>
Time-workers,	49	22.4	55.1	75.5	83.7	87.8	98.0	2.0

Employees who worked Full Time.

CLASSIFICATION.	Total Number of Em- ployees	Under 12 cents	Under 14 cents	Under 16 cents	Under 18 cents	Under 20 cents	Under 25 cents	25 cents and over
All Occupations.	7,622	5.5	16.6	26.0	39.0	50.3	79.1	20.9
<i>Males.</i>	<i>5,696</i>	<i>0.3</i>	<i>1.4</i>	<i>6.5</i>	<i>19.8</i>	<i>34.0</i>	<i>71.9</i>	<i>28.1</i>
Time-workers,	2,943	0.6	1.9	6.4	24.1	44.5	77.2	22.8
Two-shift workers,	842	—	2.7	21.3	47.9	63.5	79.9	20.1
Three-shift workers,	1,795	—	—	—	0.2	3.8	60.6	39.4
Piece-workers,	46	—	—	2.2	2.2	4.3	28.3	71.7
<i>Females.</i>	<i>1,996</i>	<i>20.3</i>	<i>59.5</i>	<i>81.0</i>	<i>92.9</i>	<i>98.1</i>	<i>99.5</i>	<i>0.5</i>
Time-workers,	1,782	21.4	61.9	83.2	94.6	98.7	99.8	0.2
Piece-workers,	214	11.2	39.3	62.6	79.0	93.5	97.2	2.8
Productive Occupations.	6,162	6.7	19.9	30.4	42.3	53.6	82.1	17.9
<i>Males.</i>	<i>4,189</i>	<i>0.3</i>	<i>1.4</i>	<i>6.7</i>	<i>19.3</i>	<i>32.8</i>	<i>73.9</i>	<i>26.1</i>
Time-workers,	1,856	0.7	1.9	6.2	23.0	44.2	79.5	20.5
Two-shift workers,	755	—	2.9	21.9	50.9	64.5	80.4	19.6
Three-shift workers,	1,555	—	—	—	0.1	4.3	65.3	34.7
Piece-workers,	33	—	—	3.0	3.0	6.1	12.1	87.9
<i>Females.</i>	<i>1,963</i>	<i>20.3</i>	<i>59.6</i>	<i>81.0</i>	<i>93.1</i>	<i>98.2</i>	<i>99.5</i>	<i>0.5</i>
Time-workers,	1,749	21.4	62.0	83.2	94.8	98.8	99.8	0.2
Piece-workers,	214	11.2	39.3	62.6	79.0	93.5	97.2	2.8
Non-productive Occupations.	1,460	0.8	2.7	7.7	22.7	33.9	66.3	33.2
<i>Males.</i>	<i>1,487</i>	<i>0.3</i>	<i>1.5</i>	<i>6.1</i>	<i>21.3</i>	<i>37.7</i>	<i>68.0</i>	<i>34.0</i>
Time-workers,	1,087	0.4	1.8	6.7	26.0	44.9	73.2	26.8
Two-shift workers,	87	—	1.1	16.1	21.8	55.2	75.9	24.1
Three-shift workers,	240	—	—	—	0.8	0.8	29.6	70.4
Piece-workers,	13	—	—	—	—	—	69.2	30.8
<i>Females.</i>	<i>33</i>	<i>21.2</i>	<i>54.5</i>	<i>78.8</i>	<i>84.8</i>	<i>90.9</i>	<i>100.0</i>	<i>—</i>
Time-workers,	33	21.2	54.5	78.8	84.8	90.9	100.0	—

¹ Less than 0.05 per cent.

Among the employees who worked full time, it will be seen that of the male employees, 71.7 per cent of the piece-workers earned 25 cents and over an hour as compared with 39.4 per cent of the three-shift workers, 22.8 per cent of the time-workers, and 20.1 per cent of the two-shift workers. Over one-half (51.0 per cent) of the two-shift workers earned less than 18 cents an hour, while only 0.5 per cent of the three-shift workers earned less than this amount. Among the female workers the level of earnings was greater for the piece-workers than for the time-workers.

The hourly earnings of piece-workers were greater in the case of both male and female employees than were the hourly earnings of either time-workers or shift-workers, 69.0 per cent of the male piece-workers receiving 25 cents and over an hour as compared with 39.2 per cent of the three-shift workers, 18.6 per cent of the two-shift workers, and 24.2 per cent of the time-workers, while among the female workers the difference was not so great.

IV.

HOURS OF LABOR.

1. INTRODUCTORY.

A labor problem of considerable immediate importance in the paper industry is the schedule of working hours, and for this reason a detailed study of the hours of labor of the workers in this industry was made. For a considerable number of workmen the condition as regards working time may be briefly stated as the combination of a schedule of long hours of labor with an alternation of day and night work and with frequent extended periods of overtime. Continuous operation in the paper industry is due to technical necessity as well as to economic motives. Approximately 13.6 per cent of the male employees in the paper industry had a regular working day of 12 hours, usually from 7 A.M. to 6 P.M. when on the day-shift and from 6 P.M. to 7 A.M. when on the night-shift. Every week practically all of these 12-hour workmen change from the day-shift to the night-shift, or vice versa, and must consequently accustom themselves to the changed conditions of eating and sleeping. Apart from the difficulty of making this periodic readjustment of habits there is in the case of the married employees the added hardship of almost complete separation from their wives and children. Furthermore, at the end of the 12-hour day, whether on the day-shift or the night-shift, the workmen are liable to be called upon to work 12 hours more in place of absent workmen, or to work for several hours until some repair job is completed. Many other objections to the 12-hour day in paper mills were raised before the Committee on Labor of the Massachusetts General Court at the hearings on the bill to compel the paper mills of the State to operate on the three-shift basis.

A bill was introduced in the 1914 session of the Massachusetts Legislature upon petition of the State Branch of the American Federation of Labor to regulate the hours of labor of tour workers in paper mills,¹ fol-

¹ House No. 383 (1914) reads as follows:

AN ACT TO REGULATE THE HOURS OF LABOR OF CERTAIN EMPLOYEES IN PAPER MILLS OPERATING DAY AND NIGHT.

Be it enacted, etc., as follows:

SECTION 1. No person who is employed as a tour worker in any paper mill which is in operation both day and night, either continuously or intermittently, shall, except in case of emergency, be required, requested or permitted to work more than forty-eight hours in any one week or more than eight hours in any one calendar day.

SECTION 2. Only a case of danger to property, to life, to public safety or to public health shall be considered a case of emergency within the meaning of this act, except in case of employment for the repair, renewal, adjustment or care of machinery or appliances in order to maintain the same in continuous operation and except in case of employment of a tour worker in substitution for and in the temporary absence of another.

lowing somewhat the lines of a similar bill introduced in the 1913 session¹ which was reported on favorably by the Committee on Labor, passed by the House, and rejected by the Senate. Hearings were held on February 25 and March 11, 1914 at which both proponents and those in opposition presented in considerable detail arguments in favor of and against the proposed legislation. The proponents were represented by officials of the International Brotherhood of Paper Makers, paper-mill workers, and agents of the National Progressive Party, and those in opposition by an attorney and several officials of mills which were operating on both the two-shift and the three-shift systems.

The Committee on Labor, with three members dissenting, on April 15 reported on the petition (accompanied by Bill, House No. 383) that the following Order ought to be adopted:

Ordered, That the State Board of Labor and Industries shall investigate concerning the hours of labor and the conditions of employment of "tour workers," so called, in paper mills, with particular reference to industrial health and industrial accidents and the effect thereon of the hours of labor, together with such conditions outside the Commonwealth and in relation to competition and cost of production, and such other matters, as shall be material upon the question of the advisability of legislation relative to the hours of labor of such "tour workers," and shall report the results of its investigation, together with such recommendations for legislation as it may deem necessary, to the next General Court on the first Wednesday in January.

On May 7, the House, by a vote of 65 to 60, substituted the Bill (House No. 383) for the order; on June 10, the Senate, by a vote of 19 to 18, substituted a new Order for the House Bill (No. 383); and on June 16, in the House, an effort to again substitute the Bill for the Order was defeated by a vote of 40 to 48; the Order was then defeated by a vote of 42 to 61.

Between October 1, 1912 and March 1, 1914, six paper mills changed from the two-shift to the three-shift system. The following table shows, by establishments, the number of wage-earners employed under the two-shift and the three-shift systems and the amounts paid in wages.

SECTION 3. For the purpose of this act the expression "tour workers" shall mean all employees who tend or are employed for the purpose of tending machinery or appliances of any description which are operated both day and night, either continuously or intermittently and shall be deemed to include machine tenders and their helpers, cutter tenders and all other persons whose attendance is required in consequence of the continuity of operation of such machinery or appliances.

SECTION 4. Any owner, superintendent or other agent in any such paper mill who requires, requests or permits any person therein employed as a tour worker to work more hours than herein specified during any one calendar day or during any one week, except in case of emergency as herein defined, shall be punished by a fine of not less than fifty dollars nor more than one hundred dollars for each offense.

SECTION 5. It shall be the duty of the state board of labor and industries to receive complaints concerning alleged violations of this act and to make or direct thereupon all needful and proper investigations and prosecutions.

SECTION 6. This act shall take effect on the first day of September in the year nineteen hundred and fourteen.

¹ House No. 1081 (1913).

TABLE 15. — Comparison of Number of Shift-Workers and Amounts Paid in Wages to Shift-Workers in the Six Paper Mills which Changed from the Two-Shift System to the Three-Shift System between October 1, 1912, and March 1, 1914.

MILL NUMBERS.	TWO-SHIFT WORKERS, October, 1912			THREE-SHIFT WORKERS, March, 1914			INCREASES IN AMOUNTS PAID THREE-SHIFT WORKERS IN March, 1914, OVER TWO-SHIFT WORK- ERS IN October, 1912		DAY-WORKERS October, 1913		TOTAL AMOUNTS PAID IN WAGES —		PERCENTAGE INCREASE IN PAY-ROLLS DUE TO CHANGE FROM TWO-SHIFT TO THREE- SHIFT SYSTEM	
	Num- ber	Amounts actually paid in Wages	Amounts which would have been paid in Wages had Shift- workers worked FULL TIME	Num- ber	Amounts actually paid in Wages	Amounts which would have been paid in Wages had Shift- workers worked FULL TIME	For actual time worked	On FULL TIME Basis	Num- ber	Amounts actually paid in Wages	October, 1913	MARCH, 1914, AMOUNTS PAID DAY-WORKERS WHEN THE SAME IN 1914 AS IN 1912	Actual Time Basis	Full Time Basis
Totals for Six Mills.	183	\$2,466	\$2,477	259	\$3,379	\$3,497	\$913	\$939	964	\$9,193	\$11,627	\$12,571	\$12,596	7.3
1.	24	327	340	20	351	343	24	8	254	2,418	2,745	2,769	2,766	0.9
2.	30	433	398	37	435	494	2	86	125	1,168	1,590	1,593	1,641	0.2
3.	14	244	241	19	329	317	85	76	177	1,737	1,981	2,066	2,054	4.2
4.	36	420	459	54	668	668	248	209	39	507	926	1,174	1,174	26.8
5.	18	276	273	27	384	378	108	105	170	1,628	1,902	2,010	2,004	5.7
6.	61	766	766	96	1,212	1,212	446	446	199	1,747	2,513	2,959	2,959	17.7

There was a very wide variation in the percentage increase in pay-rolls, due to changes from the two-shift to the three-shift system, from 0.3 per cent to 12.6 per cent with an average increase in the six months of 8.0 per cent.¹

In the productive occupations of the industry the only practical alternative for the 12-hour day is the three-shift system of eight hours each. Owing to the fact that the mills are operated throughout the full 24 hours of the day two or more shifts of workmen are necessary, and an equable division of the working time between the shifts demands that each shift shall work either eight hours or 12 hours.²

2. CUSTOMARY DAILY WORKING HOURS.

Employees in paper and pulp mills may conveniently be divided into two general groups — shift-workers and day-workers. The shift-workers are those operatives employed on or about the machinery of the paper mill which, in order to secure the greatest possible economy of production, must be kept in continuous operation. The day-workers are those employees engaged in work which does not have to be carried on continu-

¹ For one mill which changed from the two-shift to the three-shift basis complete pay-roll data for every wage-earner employed were obtained in October, 1912, before the change, and in March, 1914, after the change. An examination of these pay-rolls before and after the changes shows the following facts.

CLASSIFICATION.	October, 1912	March, 1914	Increase (+) or Decrease (—) in March, 1914, as Compared with October, 1912
Total number of wage-earners employed.	188	201	+13
Day-workers,	167	174	+7
Time-workers,	139	132	-7
Piece-workers,	28	42	+14
Shift-workers,	21	27	+6
Total amounts paid in wages.	\$1,962	\$2,632	+\$670
Day-workers,	1,574	1,648	+74
Time-workers,	1,360	1,318	-42
Piece-workers,	214	330	+116
Shift-workers,	328	384	+56
Average weekly earnings, per employee.	\$10.12	\$10.11	—\$0.01
Day-workers,	9.42	9.47	+ .05
Time-workers,	9.78	8.99	— .79
Piece-workers,	7.64	7.86	+ .22
Shift-workers,	15.62	14.21	—1.41
Average hours actually worked, per week per employee.	51.9	49.9	—2.0
Day-workers,	50.3	50.0	—0.3
Time-workers,	52.0	50.8	—1.2
Piece-workers,	43.0	47.7	+4.7
Shift-workers,	64.7	49.0	—15.7

² Such a division of time as 10 hours for the day-shift and 14 hours for the night-shift is, of course, possible, but in any case the working hours of the different shifts must average either 12 or eight hours.

ously and, in general, do their work, as the designation indicates, in the daytime.

There is considerable variation in hours of labor in the different localities and in the different mills. The shift men work either three shifts a day or two shifts a day. In the case of the three-shift men the shifts are eight hours in length, while most of the two-shift men work 11 hours on the day-shift and 13 hours on the night-shift. In most mills the shifts are changed at regular intervals, so that two-shift employees working at night 13 hours one week work 11 hours by the day the following week, and three-shift employees report for work at a different hour for three successive weeks. For day employees the working day usually consists of either nine or 10 hours.

In general, the day employees work 10 hours in mills in which the shift employees are divided into two shifts and nine hours in which the three-shift system is in force. There are, however, mills in which the shift employees work eight hours and the day employees 10 hours, and a very few mills in which some employees work two shifts, some three shifts, some by the day nine hours, and some by the day 10 hours.

Nine or 10 hours a day is, of course, exclusive of meal periods. Where one hour for luncheon is allowed the worker often spends 10 or 11 hours a day inside the mill. Many workers are unable to live near their work and must allow from half an hour to an hour to go to and from the factory. This 10-hour day for five days in the week has been retained after the recent reductions by statute in the maximum hours of labor¹ in this Commonwealth in order to give the workers a half-holiday on Saturday. The working day usually begins at 7 or 7.30 A.M. and ends at 5.30 or 6 P.M. with from half an hour to an hour for luncheon. The Saturday half-holiday was found to be in force at the time of the inquiry in 48 or 55.8 per cent of all the mills.

In the following table the employees in the paper mills of Massachusetts are classified by geographical divisions and by hours customarily worked a day or a shift.

¹ Regulating employment of women and minors.

TABLE 16. — *Hours Worked a Day or a Shift in Selected Groups of Occupations: By Geographical Divisions.*

GEOGRAPHICAL DIVISIONS AND GROUPS OF OCCUPATIONS.	Total Number of Employees	PERCENTAGES OF EMPLOYEES 16 YEARS OF AGE AND OVER WORKING —					
		Two Shifts a Day	Three Shifts a Day	By the Day, 8 Hours	By the Day, 9 Hours	By the Day, 10 Hours	Otherwise than as Specified
The State.	12,719	9.1	26.6	1.1	32.2	35.3	1.7
Males,	9,256	13.6	30.6	0.2	19.6	34.5	1.5
Females,	4,463	—	—	2.8	58.3	36.9	2.0
Productive Occupations.	10,904	10.1	22.1	1.3	33.0	35.3	1.2
Males,	6,509	17.0	37.0	0.2	15.9	29.2	0.7
Females,	4,395	—	—	2.8	58.4	36.8	2.0
General Occupations, Producing Departments.	680	1.8	1.4	—	36.2	60.2	0.4
Males,	592	2.0	1.6	—	34.3	61.8	0.4
Females,	88	—	—	—	52.9	45.6	1.5
Power, Mechanical, and Yard Force.	2,155	6.3	19.2	0.4	27.0	42.9	4.2
Males,	2,155	6.3	19.2	0.4	27.0	42.9	4.2
Western Massachusetts.	1,909	8.6	12.3	6.7	25.4	31.7	5.4
Males,	997	16.4	23.4	0.3	19.3	39.2	1.3
Females,	912	—	—	13.6	53.1	23.5	9.5
Productive Occupations.	1,638	9.0	11.3	7.7	27.4	29.0	5.6
Males,	730	20.3	25.3	0.3	17.9	35.8	0.4
Females,	908	—	—	13.6	53.0	23.6	9.8
General Occupations, Producing Departments.	65	—	—	—	18.5	80.0	1.5
Males,	61	—	—	—	14.8	85.2	—
Females,	4	—	—	—	75.0	—	25.0
Power, Mechanical, and Yard Force.	206	7.8	23.3	0.5	25.2	38.3	4.9
Males,	206	7.8	23.3	0.5	25.2	38.3	4.9
Holyoke.	4,919	6.5	20.9	0.1	19.1	52.8	0.5
Males,	3,030	10.6	33.9	0.2	7.4	47.0	0.9
Females,	1,889	—	—	—	37.8	62.2	—
Productive Occupations.	4,123	7.6	22.5	0.1	21.5	48.2	0.1
Males,	2,275	13.8	40.8	0.1	8.2	37.0	0.1
Females,	1,848	—	—	—	38.0	62.0	—
General Occupations, Producing Departments.	210	—	—	—	10.5	89.0	0.5
Males,	169	—	—	—	5.9	93.5	0.6
Females,	41	—	—	—	29.3	70.7	—
Power, Mechanical, and Yard Force.	586	1.2	16.9	0.5	5.1	72.2	4.1
Males,	586	1.2	16.9	0.5	5.1	72.2	4.1
Connecticut Valley.¹	2,733	2.3	21.7	0.4	49.0	25.3	0.3
Males,	1,721	3.8	35.2	0.6	20.6	29.6	1.2
Females,	1,067	—	—	—	80.3	19.7	—
Productive Occupations.	2,225	2.6	21.1	0.4	52.8	23.0	0.1
Males,	1,178	5.0	39.8	0.7	28.5	25.8	0.2
Females,	1,047	—	—	—	80.1	19.9	—
General Occupations, Producing Departments.	121	—	5.0	—	51.2	43.8	—
Males,	101	—	5.9	—	43.6	50.5	—
Females,	20	—	—	—	90.0	10.0	—
Power, Mechanical, and Yard Force.	442	1.4	29.4	0.5	29.4	35.0	4.3
Males,	442	1.4	29.4	0.5	29.4	35.0	4.3

¹ Connecticut Valley excluding Holyoke.

TABLE 16. — *Hours Worked a Day or a Shift in Selected Groups of Occupations: By Geographical Divisions — Concluded.*

GEOGRAPHICAL DIVISIONS AND GROUPS OF OCCUPATIONS.	Total Number of Employees	PERCENTAGES OF EMPLOYEES 16 YEARS OF AGE AND OVER WORKING —					
		Two Shifts a Day	Three Shifts a Day	By the Day, 8 Hours	By the Day, 9 Hours	By the Day, 10 Hours	Otherwise than as Specified
Central Massachusetts.	1,765	—	44.4	0.1	40.3	14.1	0.6
Males,	1,412	—	55.5	0.1	23.9	14.8	0.7
Females,	356	—	—	—	89.0	11.0	—
Productive Occupations.	1,378	—	49.8	0.1	36.5	13.6	—
Males,	1,026	—	66.8	0.1	18.7	14.4	—
Females,	350	—	—	—	88.9	11.1	—
General Occupations, Producing Departments.	40	—	—	—	70.0	30.0	—
Males,	37	—	—	—	67.6	32.4	—
Females,	3	—	—	—	100.0	—	—
Power, Mechanical, and Yard Force.	349	—	23.4	0.3	54.4	14.0	2.9
Males,	349	—	23.4	0.3	54.4	14.0	2.9
Eastern Massachusetts.	2,338	30.1	7.8	0.1	30.5	23.5	3.0
Males,	2,096	33.6	8.7	0.1	22.9	31.4	3.3
Females,	242	—	—	—	96.3	3.7	—
Productive Occupations.	1,548	37.9	9.2	—	27.2	23.0	2.7
Males,	1,300	45.0	10.9	—	14.3	26.6	3.2
Females,	242	—	—	—	96.3	3.7	—
General Occupations, Producing Departments.	224	5.4	1.3	—	51.3	41.5	0.5
Males,	224	5.4	1.3	—	51.3	41.5	0.5
Power, Mechanical, and Yard Force.	579	18.7	6.5	0.2	31.3	38.3	5.0
Males,	572	18.7	6.5	0.2	31.3	38.3	5.0

Of the 13,719 paper-mill workers in Massachusetts, 16 years of age and over, for whom information as to daily hours of labor was secured, 70.2 per cent were day-workers and 29.8 per cent were shift-workers. Of the 9,256 male employees, 16 years of age and over, 30.6 per cent worked three shifts a day; 13.6 per cent two shifts a day; 34.5 per cent by the day, 10 hours; 19.6 per cent by the day, nine hours; and less than two per cent other hours than specified.

3. CUSTOMARY¹ WEEKLY WORKING HOURS. ,

The unmistakable tendency in recent years in practically all manufacturing industries has been to shorten the actual working day to less than 10 hours, and in a great many industries at the present time the nine-hour day is generally recognized as the standard working day. In the paper industry in Massachusetts we find the combination of a long

¹ In this section and the succeeding section the term "full-time" signifies the customary number of hours per week during which employees are expected to work under normal conditions.

and a short working week. Nearly one-half (49.0 per cent) of the male employees have a working week of over 54 hours and one-fourth (25.3 per cent) have a working week of 60 hours or over. On the other hand, we also find that over one-fourth (28.2 per cent) of the male employees have a working week of 48 hours. The average customary weekly time was 54.2 hours for all employees — 54.8 hours for males and 52.8 hours for females.

The table which follows shows the number and percentage of employees of each sex whose customary full-time working hours fell within each classified number of hours a week in all occupations, in productive occupations, in general occupations in the producing departments, and in the power, mechanical, and yard occupations.

TABLE 17. — *Number and Percentage of Employees in Productive, General, and Power, Mechanical, and Yard Occupations Customarily Working Each Classified Number of Hours a Week: By Sex.*

CLASSIFIED CUSTOMARY WEEKLY HOURS.	ALL OCCUPA- TIONS		PRODUCTIVE OC- CUPATIONS		GENERAL OCCUPA- TIONS, PRODUC- ING DEPARTMENTS		POWER, MECHANICAL, AND YARD FORCE	
	Number	Percent- age	Number	Percent- age	Number	Percent- age	Number	Percent- age
Males.	9,331	100.0	6,566	100.0	606	100.0	2,159	100.0
Under 48 hours, . . .	1	1-	-	-	1	0.2	-	-
48 hours, . . .	2,627	28.2	2,377	36.2	3	0.5	247	11.4
Over 48 but under 54 hours, . . .	399	4.3	329	5.0	15	2.5	55	2.6
54 hours, . . .	1,731	18.5	973	14.8	237	37.4	531	24.6
Over 54 but under 60 hours, . . .	2,215	23.7	1,239	18.9	238	39.3	738	34.2
60 hours, . . .	1,237	13.3	788	12.0	109	18.0	340	15.8
Over 60 but not over 72 hours, . . .	1,048	11.2	857	13.1	13	2.1	178	8.2
Over 72 but under 84 hours, . . .	23	0.3	1	1-	-	-	22	1.0
84 hours and over, . . .	50	0.5	2	1-	-	-	48	2.2
Females.	4,546	100.0	4,472	100.0	66	100.0	-	-
Under 48 hours, . . .	214	4.7	213	4.7	1	1.5	-	-
48 hours, . . .	-	-	-	-	-	-	-	-
Over 48 but under 54 hours, . . .	1,004	22.1	1,001	22.4	3	4.4	-	-
54 hours, . . .	3,286	72.4	3,219	72.1	64	94.1	-	-
55 hours, . . .	36	0.8	39	0.8	-	-	-	-

¹ Less than 0.05 per cent.

Over one-third (36.1 per cent) of the 13,871 paper-mill employees for whom customary working time was reported, customarily worked 54 hours a week, which is, in effect, at least nine hours a day for six days of the week; and nearly one-fifth (18.9 per cent) customarily worked 48 hours a week, which is, in effect, at least eight hours a day for six days of the week. Approximately four-fifths (69.4 per cent) of all the paper-mill employees had a full-time working week of 54 hours and over, while the

average full-time hours for all employees was 54.2. Nearly three-fourths (72.4 per cent) of the female employees had a full-time working week of 54 hours, while the customary full-time hours of but 18.5 per cent of the male employees were 54 a week.

While the average customary weekly hours for males were 54.8, we find the largest number, 2,627 (28.2 per cent), had a full-time week of 48 hours, and the next largest number, 2,215 (23.7 per cent), had a full-time week of over 54 and under 60 hours.

The customary working hours for the employees in the productive occupations were shorter than for employees in the non-productive occupations. Among the 6,566 male employees engaged in productive occupations, over one-third (36.2 per cent) had a full-time week of 48 hours, the average customary hours being 54.1. Over three-fourths (76.7 per cent) of the 606 male employees in general occupations had a full-time week of 54 hours and under 60, about one-half of these working 54 hours and one-half between 54 and 60 hours, while the average customary hours for these employees were 55.5. The greatest number (738, or 34.2 per cent) of workers in the power, mechanical, and yard force, in which 2,159 males were employed, had a customary working week of over 54 and under 60 hours and 24.6 per cent had a week of 54 hours, the average for all power, mechanical, and yard employees being 56.8 hours a week.

The customary working hours for 73 male employees were more than 72 hours a week and 50 had a full-time week of 84 hours and over. Practically all of these workers were engaged in power, mechanical, and yard occupations.

The customary hours of labor of women and minors were found to be 54 a week (the maximum allowed by law) 72.4 per cent of the total number of female employees customarily working this number of hours; the average customary working hours for female employees were 52.8 a week. While 28.2 per cent of the male employees had a full-time week of 48 hours, it is rather curious to note that no female paper-mill employee in Massachusetts customarily worked that number of hours, although 214 females, or 4.7 per cent, customarily worked less than 48 hours.

The table which follows shows by sex, regardless of age, the average customary hours a week and the percentage of time-workers, two-shift workers, three-shift workers, and piece-workers whose customary working time fell within each classified number of hours a week. The facts are shown for all occupations, productive occupations, general occupations in the producing departments, and for the power, mechanical, and yard force.

TABLE 18. — *Average Customary Weekly Hours and Percentage of Time-Workers, Shift-Workers, and Piece-Workers Customarily Working Each Classified Number of Hours a Week: By Sex.*

CLASSIFICATION.	Total Number of Em- ployees	Average Customary Weekly Hours	PERCENTAGES OF EMPLOYEES WHOSE CUSTOMARY WEEKLY HOURS OF LABOR WERE —						
			48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
All Occupations.	12,871	54.2	29.5	19.1	36.1	16.3	8.9	7.6	0.5
Time-workers, . . .	7,763	55.1	1.3	11.2	47.3	26.0	11.3	2.2	0.7
Two-shift workers, . . .	1,254	64.3	—	—	—	—	28.4	70.0	1.6
Three-shift workers, . . .	2,882	48.5	92.1	1.4	—	6.4	0.1	—	—
Piece-workers, . . .	2,022	52.4	6.4	24.3	66.3	2.8	0.1	0.1	—
Males.	9,531	54.8	38.2	4.3	18.5	33.7	13.3	11.2	0.8
Time-workers, . . .	5,144	56.0	0.3	6.8	33.2	38.4	17.0	3.3	1.0
Two-shift workers, . . .	1,254	64.3	—	—	—	—	28.4	70.0	1.6
Three-shift workers, . . .	2,882	48.5	92.1	1.4	—	6.4	0.1	—	—
Piece-workers, . . .	101	55.2	3.0	12.8	22.8	56.4	2.0	3.0	—
Females.	4,540	52.8	4.7	23.1	72.4	0.8	—	—	—
Time-workers, . . .	2,619	53.3	3.3	20.1	75.2	1.4	—	—	—
Piece-workers, . . .	1,921	52.2	6.6	24.9	68.5	—	—	—	—
Productive Occupations.	11,638	53.6	23.5	12.0	38.0	11.6	7.1	7.3	1.1
Males.	6,566	54.1	36.2	5.0	14.3	18.9	12.0	13.0	0.1
Time-workers, . . .	2,970	55.4	0.2	9.5	32.1	40.1	15.4	3.7	—
Two-shift workers, . . .	1,106	63.8	—	—	—	—	29.7	70.1	0.3
Three-shift workers, . . .	2,410	48.0	98.2	1.4	—	0.4	—	—	—
Piece-workers, . . .	80	55.3	3.8	16.2	25.0	48.7	2.5	3.8	—
Females.	4,472	52.8	4.7	23.4	72.1	0.8	—	—	—
Time-workers, . . .	2,670	53.3	3.4	20.4	74.8	1.4	—	—	—
Piece-workers, . . .	1,902	52.2	6.6	25.1	68.3	—	—	—	—
General Occupations, Producing Departments.	674	55.2	0.7	2.7	43.2	35.3	16.2	1.9	—
Males.	606	55.5	0.7	2.5	37.4	39.3	13.0	3.1	—
Time-workers, . . .	567	55.7	0.2	2.6	39.5	38.8	13.7	0.2	—
Two-shift workers, . . .	12	67.9	—	—	—	—	—	100.0	—
Three-shift workers, . . .	9	54.7	33.4	—	—	33.3	33.3	—	—
Piece-workers, . . .	18	54.8	—	—	16.7	83.3	—	—	—
Females.	68	53.7	1.5	4.4	34.1	—	—	—	—
Time-workers, . . .	49	53.5	2.1	6.1	91.8	—	—	—	—
Piece-workers, . . .	19	54.0	—	—	100.0	—	—	—	—
Power, Mechanical, and Yard Force.	2,159	56.8	11.4	2.6	24.6	34.2	15.8	8.2	3.2
Males.	1,159	56.8	11.4	2.6	24.6	34.2	15.8	8.2	3.2
Time-workers, . . .	1,007	57.3	0.5	3.1	33.0	35.3	19.5	5.4	3.2
Two-shift workers, . . .	136	67.8	—	—	—	—	19.9	66.9	13.3
Three-shift workers, . . .	413	51.3	57.9	1.4	—	40.7	—	—	—
Piece-workers, . . .	3	55.0	—	—	—	100.0	—	—	—

¹ Less than 0.05 per cent.

The average customary hours for the male time-workers were 56 a week; nearly two-fifths (38.4 per cent) had a full-time week of over 54 and under 60 hours a week, and about one-third (33.2 per cent) had a full-time week of 54 hours. Among the 1,254 two-shift workers we find that the average customary hours were 64.3 a week — over one-fourth (28.4 per cent) having a full-time week of 60 hours, and 70 per cent, a week of over 60 but not over 72 hours; while among the 2,832 three-shift workers, whose customary hours averaged 48.5 a week, 92.1 per cent had a full-time week of 48 hours and under, and 181, or 6.4 per cent, a week of over 54 but under 60 hours.

Only 101, or 1.1 per cent of the male employees in paper mills, were piece-workers and their average full-time working hours were 55.2 a week. Nearly three-fifths (56.4 per cent) of these piece-workers had a full-time week of over 54 but under 60 hours and about one-fifth (22.8 per cent) had a full-time week of 54 hours.

The average customary full-time hours for all female employees were 52.8 a week and 72.4 per cent had a full-time week of 54 hours. About three-fourths (75.2 per cent) of the time-workers had a full-time week of 54 hours as compared with 68.5 per cent of the piece-workers.

In the supplementary inquiry made in March, 1914, it was found that 514 employees in 12 mills had received changes in hours of labor since October, 1912 — 430 males and 59 females receiving reductions and 25 males receiving increases — the average net reduction per male employee being 9.1 hours a week and the average reduction per female employee being 3.3 hours a week.¹

¹ While it was not deemed advisable to make a retabulation of the hours of labor, as of 1912, affected by the general changes which took place between October, 1912 and March, 1914, we have presented in the following table the weekly hours of labor of beatermen's helpers, the occupation in which the largest number of employees were engaged (735) in 1912 and which was most affected by changes in wages and hours, 77 having received changes of one kind or another.

CLASSIFICATION.	Total Number of Employees	Average Full-time Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
			48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Beatermen's helpers, 1912,	735	52.3	512	3	2	2	62	154	—
Beatermen's helpers, 1914,	749	51.6	571	3	2	2	49	122	—
Time workers, 1912,	9	58.6	—	—	2	2	5	—	—
Time workers, 1914,	9	58.6	—	—	2	2	5	—	—
Two-shift workers, 1912,	211	63.5	—	—	—	—	57	154	—
Two-shift workers, 1914,	166	63.4	—	—	—	—	44	122	—
Three-shift workers, 1912,	515	47.6	512	3	—	—	—	—	—
Three-shift workers, 1914,	574	47.6	571	3	—	—	—	—	—

4. ACTUAL¹ HOURS WORKED IN A REPRESENTATIVE WEEK.

In paper mills, as well as in all manufacturing establishments in Massachusetts, the maximum number of hours which may be legally worked in a week (exclusive of meal periods) by women and minors under 18 years of age, is 54. In the case of males 18 years of age and over the hours of labor are not limited by statute, and in many occupations, such as engineers, firemen, two-tour workers, etc., the hours worked are usually in excess of the maximum hours allowed for women and young persons, while in others, such as three-tour workers, the hours worked are less.

A record of the actual time worked for all employees was, unfortunately, not obtainable. Payment by the piece is prevalent in certain occupations, especially among those in which women are chiefly employed, and several mills kept no records of the hours of work for any but their time-workers. It should, therefore, be borne in mind in the following discussion that a record of the hours spent at work was available for but 92.6 per cent of all the employees.²

In the table below is shown the percentage of employees of each sex (regardless of age) whose full-time working hours and whose actual hours worked in the week covered by this inquiry fell within the classified number of hours a week and the average customary full time and the average weekly hours actually worked. The facts are shown for all occupations, productive occupations, general occupations in the producing departments, and for the power, mechanical, and yard force.

TABLE 19. — *Customary Working Time and Actual Hours Worked by Time-Workers, Shift-Workers, and Piece-Workers: By Sex and Classes of Occupations.*

CLASSIFICATION.	Customary (C) or Actual (A)	Total Number of Employees	Average Weekly Hours	PERCENTAGES OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
All Occupations.	C	13,871	54.2	20.5	10.1	36.1	16.3	8.9	7.6	0.5
All Occupations.	A	12,843	53.4	23.6	12.2	18.9	16.8	6.4	13.4	3.7
Males.	C	9,331	54.8	28.2	4.8	18.5	23.7	13.3	11.3	0.8
Males.	A	9,301	55.3	27.4	7.8	9.5	22.9	8.9	18.4	5.1
Time-workers, . . .	C	5,144	58.0	0.3	6.8	33.2	38.4	17.0	3.3	1.0
Time-workers, . . .	A	5,144	58.5	9.3	9.4	16.6	32.6	10.8	15.9	5.4
Two-shift workers, . . .	C	1,254	64.3	—	—	—	—	28.4	70.0	1.6
Two-shift workers, . . .	A	1,254	64.2	6.3	1.3	0.2	1.9	17.2	60.3	13.8
Three-shift workers, . . .	C	2,832	48.5	92.1	1.4	—	6.4	0.1	—	—
Three-shift workers, . . .	A	2,832	49.2	70.0	7.5	0.6	14.1	1.9	4.7	1.2
Piece-workers, . . .	C	101	55.2	3.0	12.8	22.8	56.4	2.0	3.0	—
Piece-workers, . . .	A	71	55.4	9.9	16.9	21.1	35.2	2.8	14.1	—

¹ See note 1 to table on page 19.

² Time records were not kept for 1,010 piece-workers and 18 time-workers.

TABLE 19. — *Customary Working Time and Actual Hours Worked by Time-Workers, Shift-Workers, and Piece-Workers: By Sex and Classes of Occupations — Concluded.*

CLASSIFICATION.	Cus- tomary (C) or Actual (A)	Total Num- ber of Em- ployees	Average Weekly Hours	PERCENTAGES OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
All Occupations — Con.										
<i>Females.</i>	C	4,540	52.8	4.7	22.1	72.4	0.8	—	—	—
<i>Females.</i>	A	3,542	48.5	31.8	23.7	43.6	1.0	—	—	—
Time-workers, . . .	C	2,619	53.3	3.3	20.1	75.2	1.4	—	—	—
Time-workers, . . .	A	2,601	49.4	25.5	20.4	52.8	1.3	—	—	—
Piece-workers, . . .	C	1,921	52.2	6.6	24.9	68.5	—	—	—	—
Piece-workers, . . .	A	941	46.0	49.3	33.0	17.7	—	—	—	—
Productive Occu- pations.										
<i>Males.</i>	C	11,032	53.6	22.5	12.0	26.0	11.6	7.1	7.8	1 —
<i>Males.</i>	A	10,034	52.0	33.4	12.9	20.9	12.9	5.6	11.0	2.3
Time-workers, . . .	C	6,566	54.1	36.2	5.0	14.8	18.9	12.0	13.0	0.1
Time-workers, . . .	A	6,541	53.9	34.1	5.7	9.0	18.3	8.6	16.9	3.6
Time-workers, . . .	C	2,970	55.4	0.2	9.5	32.1	40.1	15.4	2.7	—
Time-workers, . . .	A	2,970	54.8	10.4	11.8	18.8	34.6	10.7	10.8	2.9
Two-shift workers, . . .	C	1,106	63.8	—	—	—	—	29.7	70.1	0.2
Two-shift workers, . . .	A	1,106	63.6	6.3	1.2	0.1	2.1	18.5	61.1	10.7
Two-shift workers, . . .	C	2,410	48.0	98.2	1.4	—	0.4	—	—	—
Three-shift workers, . . .	A	2,410	48.4	76.5	8.0	0.7	8.3	1.6	4.0	1.0
Piece-workers, . . .	C	80	55.3	3.8	16.2	25.0	48.7	2.5	3.8	—
Piece-workers, . . .	A	55	55.5	12.8	18.2	23.6	23.6	3.6	18.2	—
<i>Females.</i>	C	4,478	52.8	4.7	22.4	72.1	0.8	—	—	—
<i>Females.</i>	A	3,493	48.5	32.0	23.7	44.3	—	—	—	—
Time-workers, . . .	C	2,570	53.3	3.4	20.4	74.8	1.4	—	—	—
Time-workers, . . .	A	2,552	49.3	25.7	20.3	54.0	—	—	—	—
Piece-workers, . . .	C	1,902	52.2	6.6	25.1	68.3	—	—	—	—
Piece-workers, . . .	A	941	46.0	49.3	33.0	17.7	—	—	—	—
General Occupations, Producing Depart- ments.										
<i>Males.</i>	C	674	55.3	6.7	2.7	42.2	35.3	16.2	1.9	—
<i>Males.</i>	A	650	55.2	11.2	11.1	18.4	34.0	8.8	11.4	5.1
Time-workers, . . .	C	606	55.5	0.7	2.5	37.4	39.3	12.0	2.1	—
Time-workers, . . .	A	601	55.7	11.0	10.0	16.1	36.6	9.5	12.3	5.5
Time-workers, . . .	C	567	55.3	0.2	2.6	39.5	38.8	18.7	0.2	—
Time-workers, . . .	A	567	55.5	10.9	9.7	15.5	37.0	9.7	12.2	5.0
Two-shift workers, . . .	C	12	67.9	—	—	—	—	—	100.0	—
Two-shift workers, . . .	A	12	61.8	8.3	16.7	8.3	—	—	41.7	25.0
Two-shift workers, . . .	C	9	54.7	33.4	—	—	33.3	33.3	—	—
Three-shift workers, . . .	A	9	56.1	33.4	11.1	—	11.1	22.2	—	22.2
Piece-workers, . . .	C	18	54.8	—	—	16.7	33.3	—	—	—
Piece-workers, . . .	A	13	54.8	—	15.4	15.4	69.2	—	—	—
<i>Females.</i>	C	68	53.7	1.5	4.4	24.1	—	—	—	—
<i>Females.</i>	A	49	49.5	14.3	24.5	61.2	—	—	—	—
Time-workers, . . .	C	49	53.5	2.1	6.1	91.8	—	—	—	—
Time-workers, . . .	A	49	49.5	14.3	24.5	61.2	—	—	—	—
Piece-workers, . . .	C	19	54.0	—	—	100.0	—	—	—	—
Piece-workers, . . .	A	—	—	—	—	—	—	—	—	—
Power, Mechanical, and Yard Force. ¹										
<i>Males.</i>	C	2,159	56.8	11.4	2.6	24.6	24.2	15.8	8.2	3.2
<i>Males.</i>	A	2,159	59.2	11.7	4.4	9.7	29.8	9.7	24.9	9.8
Time-workers, . . .	C	1,607	57.3	0.5	3.1	33.0	35.3	19.5	5.4	3.2
Time-workers, . . .	A	1,607	59.8	6.8	4.8	12.9	27.6	11.3	26.5	10.1
Two-shift workers, . . .	C	136	67.8	—	—	—	—	19.9	66.9	13.2
Two-shift workers, . . .	A	136	69.3	5.9	0.7	—	0.7	8.1	55.2	29.4
Three-shift workers, . . .	C	413	51.3	57.9	1.4	—	40.7	—	—	—
Three-shift workers, . . .	A	413	53.7	32.9	4.1	0.5	47.5	4.4	8.7	1.9
Piece-workers, . . .	C	3	55.0	—	—	—	100.0	—	—	—
Piece-workers, . . .	A	3	55.0	—	—	—	100.0	—	—	—

¹ Less than 0.05 per cent.² Actual hours worked not reported for 19 piece-workers.³ All males.

Approximately three-fifths (59.2 per cent) of the 12,843 employees for whom the actual number of hours worked in a representative week could be ascertained, worked 54 hours and over, as compared with 69.4 per cent of the total number of paper-mill employees whose customary working time equalled that number of hours, and the average actual hours worked were 53.4 a week as compared with 54.2, the average full-time weekly hours.

Nearly two-thirds (64.8 per cent) of the *male* employees for whom the actual number of hours worked could be ascertained, worked 54 hours and over, as compared with 67.5 per cent of the total number of male workers whose full-time hours were 54 a week or more, and the average actual hours worked were 55.3 a week as compared with 54.8, the average full-time weekly hours. The largest proportion of male employees in any of the classified groups (27.4 per cent) worked 48 hours and under; 22.9 per cent worked over 54 and under 60 hours; 18.4 per cent worked over 60 but not over 72 hours, and 18.2 per cent worked 48 hours. The percentage of male employees whose full-time working hours were 48 and under was 28.2 which was slightly greater than the percentage who actually worked that number of hours. The percentage of male employees having a full-time week of just 48 hours was also 28.2, as compared with 18.2 per cent who actually worked that number of hours.

Over two-fifths (43.5 per cent) of the 3,542 *female* employees, for whom records of weekly hours were kept by employers, actually worked in the representative week 54 hours, as compared with 72.4 per cent of the total number of female paper-mill workers whose full-time hours equalled that number, and the average time actually worked was 48.5 hours a week, as compared with 52.8, the average full-time weekly hours. Considering groups, 31.8 per cent actually worked 48 hours or less, as compared with 4.7 per cent whose full-time hours were 48 a week or less; and 23.7 per cent actually worked over 48 but under 54 hours, as compared with 22.1 per cent whose full-time hours were over 48 but less than 54.

The average hours worked by the 5,144 *male time-workers*, for whom data as to the time actually worked were reported, were 56.5 and nearly one-third (32.6 per cent) actually worked over 54 and under 60 hours, 16.6 per cent worked 54 hours, 15.9 per cent worked over 60 but not over 72 hours, as compared with 38.4 per cent whose full time was over 54 and under 60 hours, 33.2 per cent, 54 hours, and 3.3 per cent over 60 but not over 72 hours, while the average full-time working week was 56.0 hours.

Among the 1,254 *two-shift workers*, 60.3 per cent actually worked over 60 but not over 72 hours a week, 17.2 per cent worked 60 hours, and 12.8

per cent worked over 72 hours, as compared with 70.0 per cent having a full-time week of over 60 hours but not over 72 hours, 28.4 per cent having a full-time week of 60 hours, and 1.6 per cent having a full-time week of over 72 hours. The average actual hours worked in a representative week for two-shift workers were 64.2, the average for full-time weekly hours having been 64.3.

Seventy per cent of the 2,832 *three-shift workers* actually worked in a representative week 48 hours and under, as compared with 92.1 per cent having a full-time week of that number of hours. The average hours actually worked were 49.2 a week, as compared with the average full-time hours, — 48.5 a week. Slightly more than one-third (35.2 per cent) of the *piece-workers* worked over 54 and under 60 hours in a representative week, as compared with 56.4 whose full-time week equalled that number of hours; 21.1 per cent actually worked 54 hours in a representative week, as compared with 22.8 per cent having a full-time week of the same number of hours.

The average hours actually worked by the 2,601 *female time-workers* for whom data relating to weekly hours worked were obtainable, were 49.4 a week, as compared with an average full-time week of 53.3 hours. Over one-half (52.8 per cent) actually worked 54 hours a week, as compared with 75.2 per cent having a full-time week of the same number of hours. Over one-fourth (25.5 per cent) actually worked 48 hours and under, as compared with 3.3 per cent having a full-time week of the same number of hours, and 20.4 per cent actually worked over 48 and under 54 hours, as compared with 20.1 per cent having a full-time week of the same number of hours.

The weekly hours worked were only shown on the pay-rolls for 941 of the 1,921 *female piece-workers* and the average actual hours worked were 46.0, as compared with an average of 52.2 hours for a full-time week. Nearly one-half (49.3 per cent) actually worked 48 hours and under, while only 6.6 per cent had a full-time week of the same number of hours. About one-third (33.0 per cent) actually worked over 48 and under 54 hours and 17.7 per cent, 54 hours, as compared respectively with 24.9 per cent and 68.5 per cent having a full-time week of the same number of hours.

Among the 6,541 *male employees in the productive occupations*, for whom information as to number of hours worked in a representative week was available, the average hours actually worked were 53.9 a week; 23.8 per cent actually worked 48 hours, 19.3 per cent worked over 54 and under 60 hours, 16.9 per cent worked over 60 but not over 72 hours, while the per-

centage having a full-time week of those numbers of hours were: 48 hours, 36.2 per cent; over 54 and under 60 hours, 18.9 per cent; over 60 hours but not over 72 hours, 13.0 per cent.

Over one-third (36.6 per cent) of the *male employees in the general occupations in the producing departments* actually worked over 54 and under 60 hours, 15.1 per cent worked 54 hours, as compared with 39.3 per cent having a full-time week of over 54 and under 60 hours, 37.4 per cent having a full-time week of 48 hours. The average hours actually worked were 55.7 a week or very nearly the same as the average full-time hours which were 55.5 a week.

Among the employees in the *power, mechanical, and yard departments*, 29.8 per cent actually worked over 54 and under 60 hours, and 24.9 per cent worked over 60 but not over 72 hours, as compared with 34.2 per cent having a full-time week of over 54 and under 60 hours and 8.2 per cent having a full-time week of over 60 but under 72 hours. The average hours actually worked per employee were 59.2 a week, as compared with 56.8, the average full-time working week.

In comparing the hours actually worked with the full-time hours, the following table of averages will be found of interest. This table shows the average customary or full-time working hours and the average hours actually worked in the week covered by this inquiry, of 92.6 per cent of the paper-mill wage-earners,¹ classified by sex, regardless of age, and for time-workers, two-shift workers, three-shift workers, and piece-workers. The facts are shown for employees regardless of time worked and for those who worked full time, overtime, and undertime in all occupations, in general occupations, producing departments, and in the power, mechanical, and yard departments.

¹ There were 1,028 workers for whom the hours actually worked were not matters of record on the pay-rolls.

TABLE 20. — *Average Customary Full Time and Average Hours Actually Worked in a Representative Week.*

NOTE. — The number of employees shown in the first, fourth, sixth, and ninth columns are the number of employees for whom actual hours were obtained from the pay-rolls.

CLASSIFICATION.	REGARDLESS OF TIME WORKED			FULL TIME		OVERTIME			UNDERTIME		
	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked	Number of Employees	Average Hours	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked
All Occupations.	12,343	54.2	53.4	7,622	54.5	2,392	54.4	64.6	2,919	53.4	41.7
Males.	9,391	54.3	55.2	5,626	54.9	2,264	54.5	64.7	1,411	54.3	41.5
Time-workers, . . .	5,144	56.0	56.5	2,943	56.2	1,333	55.6	65.7	868	56.0	43.2
Two-shift workers, . . .	1,254	64.3	64.2	842	64.1	290	65.1	75.7	153	63.6	44.7
Three-shift workers, . . .	2,832	48.5	49.2	1,705	48.6	660	48.1	58.5	377	48.6	35.9
Piece-workers, . . .	71	55.7	55.4	46	56.2	11	55.6	62.1	14	54.1	47.3
Females.	3,542	52.7	43.5	1,996	53.2	38	51.2	54.0	1,508	52.1	42.0
Time-workers, . . .	2,601	53.2	49.4	1,782	53.2	36	51.2	54.0	783	53.4	40.2
Piece-workers, . . .	941	51.2	46.0	214	53.0	2	52.0	54.0	725	50.7	44.0
Productive Occupations.	10,634	53.6	52.0	6,162	53.3	1,362	53.2	63.3	2,519	52.9	41.5
Males.	8,541	54.1	53.9	4,199	54.1	1,325	53.9	63.5	1,017	54.1	40.7
Time-workers, . . .	2,970	56.4	54.8	1,866	56.4	576	55.3	64.2	538	55.5	42.7
Two-shift workers, . . .	1,106	63.8	63.6	755	63.6	216	64.6	75.2	135	63.3	44.7
Three-shift workers, . . .	2,410	48.0	48.4	1,555	48.0	523	47.8	57.8	332	48.1	35.6
Piece-workers, . . .	55	55.9	55.5	33	56.8	10	55.7	62.5	12	53.9	46.3
Females.	3,493	52.7	43.5	1,963	53.2	37	51.1	54.0	1,493	52.1	42.0
Time-workers, . . .	2,552	53.3	49.3	1,749	53.2	35	51.1	54.0	768	53.4	40.2
Piece-workers, . . .	941	51.2	46.0	214	53.0	2	52.0	54.0	725	50.7	44.0
General Occupations, Producing Departments.	650	55.4	55.2	339	55.5	165	56.0	65.3	146	54.4	43.1
Males.	601	55.5	55.7	308	55.8	164	56.0	65.3	131	54.4	43.3
Time-workers, . . .	567	55.3	55.5	288	55.6	157	55.9	65.0	122	54.0	43.3
Two-shift workers, . . .	12	67.9	61.8	5	66.8	3	68.8	73.7	4	68.5	42.8
Three-shift workers, . . .	9	54.7	56.1	3	56.0	3	53.3	74.0	3	54.7	38.3
Piece-workers, . . .	13	54.8	54.8	10	54.8	1	55.0	57.6	2	55.0	53.3
Females.	49	55.5	49.5	31	53.2	1	54.0	54.0	15	54.0	41.1
Time-workers, . . .	49	53.5	49.5	31	53.2	1	54.0	54.0	15	54.0	41.1
Power, Mechanical, and Yard Force.	2,159	56.3	59.2	1,121	57.7	775	55.2	66.3	263	57.3	43.4
Males.	2,159	56.3	59.2	1,121	57.7	775	55.2	66.3	263	57.3	43.4
Time-workers, . . .	1,607	57.3	59.8	799	58.2	600	55.7	67.3	208	58.4	44.4
Two-shift workers, . . .	136	67.8	69.3	82	68.5	41	67.1	78.5	13	65.8	45.5
Three-shift workers, . . .	413	51.3	53.7	237	52.4	134	49.0	60.8	42	52.0	38.2
Piece-workers, . . .	3	55.0	55.0	3	55.0	-	-	-	-	-	-

From the foregoing table we find that the average hours actually worked per employee in the week covered by this inquiry were slightly less than the average full-time weekly hours. Among the male employees, however, the average hours actually worked slightly exceeded the full-time hours.

The following table shows the percentage of employees of each sex, regardless of age, who worked full time, overtime, and undertime in the week covered by this inquiry, and whose hours actually worked fell within the specified limits. The facts are shown for time-workers, two-shift workers, three-shift workers, and piece-workers.

TABLE 21. — *Average Hours Actually Worked and Percentage of Time-Workers, Shift-Workers, and Piece-Workers, Working Full Time, Overtime, and Undertime, each Classified Number of Hours in a Representative Week: By Sex.*

CLASSIFICATION.	Total Number of Em- ployees	Average Hours Worked	PERCENTAGES OF EMPLOYEES WHOSE ACTUAL HOURS OF LABOR WERE—						
			48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
All Occupations.	12,843	53.4	28.6	12.2	18.9	16.8	6.4	13.4	2.7
<i>Males.</i>	<i>9,301</i>	<i>55.3</i>	<i>27.4</i>	<i>7.8</i>	<i>9.5</i>	<i>22.9</i>	<i>8.9</i>	<i>18.4</i>	<i>5.1</i>
Full time,	5,626	54.9	28.9	4.5	14.9	25.9	11.8	13.0	1.0
Overtime,	2,264	64.7	—	7.9	1.3	24.0	6.8	41.7	18.3
Undertime,	1,411	41.5	65.6	20.6	1.3	9.1	0.6	2.6	0.3
<i>Females.</i>	<i>3,542</i>	<i>48.5</i>	<i>31.8</i>	<i>23.7</i>	<i>43.5</i>	<i>1.0</i>	—	—	—
Full time,	1,996	53.2	3.9	19.1	75.3	1.7	—	—	—
Overtime,	38	51.0	—	2.6	97.4	—	—	—	—
Undertime,	1,508	42.0	69.6	30.4	—	—	—	—	—
Time-Workers.	7,745	54.1	14.7	13.1	23.8	22.1	7.2	19.5	2.6
<i>Males.</i>	<i>5,144</i>	<i>56.5</i>	<i>9.3</i>	<i>9.4</i>	<i>16.6</i>	<i>39.6</i>	<i>10.8</i>	<i>18.9</i>	<i>5.4</i>
Full time,	2,943	56.2	0.3	7.4	28.1	43.8	15.4	3.8	1.3
Overtime,	1,333	65.7	—	0.3	0.9	21.8	7.5	51.9	17.6
Undertime,	868	43.2	54.6	30.2	1.7	11.6	—	1.5	0.4
<i>Females.</i>	<i>2,601</i>	<i>49.4</i>	<i>25.5</i>	<i>20.4</i>	<i>52.8</i>	<i>1.3</i>	—	—	—
Full time,	1,782	53.2	4.3	18.7	75.0	2.0	—	—	—
Overtime,	36	51.0	—	—	100.0	—	—	—	—
Undertime,	783	40.2	74.8	25.2	—	—	—	—	—
Two-Shift Workers.¹	1,254	64.2	6.3	1.3	0.2	1.9	17.2	69.3	12.3
Full time,	842	64.1	—	—	—	—	24.7	73.5	1.8
Overtime,	260	75.7	—	—	—	—	—	43.8	56.2
Undertime,	152	44.7	52.0	10.5	1.3	15.8	5.3	15.1	—
Three-Shift Workers.¹	2,332	49.2	70.0	7.5	0.6	14.1	1.9	4.7	1.2
Full time,	1,795	48.6	89.9	1.9	—	8.1	0.1	—	—
Overtime,	660	58.5	—	26.7	2.6	37.6	8.0	20.0	5.1
Undertime,	377	35.9	97.9	0.8	0.3	1.0	—	—	—
Piece-Workers.	1,012	46.7	46.7	31.8	17.9	2.6	0.2	1.0	—
<i>Males.</i>	<i>71</i>	<i>55.4</i>	<i>9.9</i>	<i>16.9</i>	<i>21.1</i>	<i>35.3</i>	<i>2.8</i>	<i>14.1</i>	—
Full time,	46	56.2	6.5	6.5	30.4	45.7	4.4	6.5	—
Overtime,	11	62.1	—	—	—	36.4	—	63.6	—
Undertime,	14	47.3	23.6	64.3	7.1	—	—	—	—
<i>Females.</i>	<i>941</i>	<i>46.0</i>	<i>49.3</i>	<i>33.0</i>	<i>17.7</i>	—	—	—	—
Full time,	214	53.0	0.5	21.9	77.6	—	—	—	—
Overtime,	2	54.0	—	50.0	50.0	—	—	—	—
Undertime,	725	44.0	63.9	36.1	—	—	—	—	—

¹ All males.

Over one-fourth (28.9 per cent) of all the male employees who worked full time in the representative week worked 48 hours and under, and somewhat more than one-fourth (25.9 per cent) worked over 54 and under 60 hours. Among the male time-workers who worked full time, 43.8 per cent worked between 54 and 60 hours a week, as compared with 45.7 per cent of the piece-workers. Nearly three-fourths (73.5 per cent) of the two-shift workers who worked full time worked over 60 but not over 72 hours in the representative week and nearly one-fourth (24.7 per cent) worked 60 hours. About nine-tenths (89.9 per cent) of the three-shift workers who worked full time worked 48 hours and under.

Considering the female paper-mill employees who worked full time in the week covered by this inquiry, we find that about three-fourths (75.3 per cent) worked 54 hours a week, and that 75.0 per cent of the time-workers and 77.6 per cent of the piece-workers who worked full time worked the same number of hours.

The average number of hours actually worked by the male employees who worked overtime in the representative week was 64.7 and the largest number (41.7 per cent) worked over 60 but not over 72 hours. Among the time-workers, over one-half (51.9 per cent) worked over 60 but not over 72 hours; 56.2 per cent of the two-shift workers worked over 72 hours; 37.6 per cent of the three-shift workers worked over 54 and under 60 hours, and 63.6 per cent of the piece-workers worked over 60 but not over 72 hours.

Nearly two-thirds (65.6 per cent) of the male employees who worked less than full time in the representative week worked 48 hours and under, as compared with 69.6 per cent of the female employees.

5. OVERTIME WORK.

A. FREQUENCY AND AMOUNT OF OVERTIME WORK.

It is of considerable significance in the present study to inquire to what extent overtime and extra Sunday work were required of employees. The period covered by this report, the latter part of September and the first part of October, 1912, while one of full activity in all of the mills, probably did not represent an extraordinary situation so far as overtime work (or undertime work) was concerned. It obviously does not follow that all of the employees actually worked full time, even though the mills were operating full time. The conditions shown here may, therefore, be regarded as those normally existing in paper mills during periods of full activity. The facts with regard to overtime work are summarized in the following table, which shows the percentage of employees who worked

overtime and the percentage which overtime was of the regular working hours. The employees directly engaged in the production of paper are shown separately from the so-called non-productive employees whose duties consisted largely of furnishing power, making repairs of various kinds, and shipping the products of the mill.

TABLE 22. — *Employees Working Overtime and Amount of Overtime Worked in a Representative Week.*

CLASSIFICATION.	Total Number of Employees	EMPLOYEES WORK- ING OVERTIME		Average Cus- tomary Hours for Overtime Workers	Average Hours of Overtime Worked	Per- centages Which Overtime is of Cus- tomary Full Time
		Number	Percent- ages			
All Occupations.	12,843	2,362	17.9	54.4	10.2	18.8
Males.	9,801	2,064	24.3	54.5	10.2	18.9
Time-workers,	5,144	1,333	25.9	55.6	10.1	18.3
Two-shift workers,	1,354	280	20.7	65.1	10.6	16.3
Three-shift workers,	2,532	660	23.3	49.1	10.4	21.6
Piece-workers,	71	11	15.5	55.6	6.5	11.6
Females.	3,548	38	1.1	51.9	2.8	5.5
Time-workers,	2,601	36	1.4	51.2	2.8	5.5
Piece-workers,	941	2	0.2	52.0	2.0	3.8
Productive Occupations.	10,634	1,362	13.6	53.3	9.5	17.5
Males.	6,541	1,235	20.3	53.9	9.6	17.8
Time-workers,	2,970	576	19.4	55.3	8.9	16.1
Two-shift workers,	1,106	216	19.5	64.6	10.6	16.2
Three-shift workers,	2,410	523	21.7	47.8	10.0	20.9
Piece-workers,	55	10	18.2	55.7	6.8	12.2
Females.	3,493	37	1.1	51.1	2.9	5.7
Time-workers,	2,552	35	1.4	51.1	2.9	5.7
Piece-workers,	941	2	0.2	52.0	2.0	3.8
General Occupations, Producing Departments.	650	165	25.4	56.0	9.3	16.5
Males.	601	164	27.3	56.0	9.3	16.6
Time-workers,	567	157	27.7	55.9	9.1	16.3
Two-shift workers,	12	3	25.0	68.8	9.9	14.3
Three-shift workers,	9	3	33.3	53.3	20.7	33.8
Piece-workers,	13	1	7.7	55.0	2.6	4.7
Females.	49	1	2.0	54.0	-	-
Time-workers,	49	1	2.0	54.0	-	-
Power, Mechanical, and Yard Force.¹	2,159	775	35.9	55.2	11.6	21.2
Time-workers,	1,607	600	37.3	55.7	11.6	21.0
Two-shift workers,	136	41	30.1	67.1	11.4	17.1
Three-shift workers,	413	134	32.5	49.0	11.8	24.0
Piece-workers,	3	-	-	-	-	-

¹ All males.

Over one-sixth (17.9 per cent) of the 12,843 paper-mill employees, for whom records of hours actually worked were kept by employers, worked overtime during the representative week, the average overtime per employee amounting to 10.2 hours. For those employees working overtime the amount of overtime worked was equal to 18.8 per cent of their regular working schedule for the same period. Nearly one-fourth (24.3 per cent)

of the male employees worked overtime as compared with 1.1 per cent of the female employees. Among the male employees 25.9 per cent of the time-workers worked overtime as compared with 23.3 per cent of the three-shift workers, 20.7 per cent of the two-shift workers, and 15.5 per cent of the piece-workers. The three-shift workers performed overtime work during the period amounting in all to 21.6 per cent of their regular working schedule, while the time-workers performed overtime work amounting to 18.3 per cent, the two-shift workers 16.3 per cent, and the piece-workers 11.6 per cent. The overtime among the shift-workers was often due to the fact that the men were called upon at the end of their regular working day to take the place of absent workmen. The employees who worked overtime averaged about 64.6 hours per man in the week under consideration.

The average amount of overtime varied considerably in the different groups of occupations. The power, mechanical, and yard force showed the largest amount of overtime, 35.9 per cent of the 2,159 employees in this group working overtime averaging 11.6 hours a week per employee.

The occupations showing the largest proportions of employees working overtime were: Pipers, 86.1 per cent; machinists, 61.3 per cent; carpenters, 58.9 per cent; and millwrights, 55.1 per cent. The occupations showing the highest average amount of overtime per employee were: Engineers, 14.8 hours a week, and millwrights' helpers, 14.7 hours.

B. OVERTIME WORK ON SUNDAY.

A study of the overtime work on Sunday brought out the fact that very little Sunday work is done in connection with the operation of the mills, but principally consists of making repairs and rebuilding operations. Altogether, 390 employees, all males, worked on Sunday in the representative week covered by this inquiry, the number of hours worked ranging from two and one-half to 13, the average hours worked per employee being 7.4. Of the 390 employees who worked Sunday, 91 were engaged in productive occupations and 296 in the power, mechanical, and yard departments. Among the employees in the productive occupations the hours worked on Sunday ranged from two and one-half to 12, the average being 3.9 hours. Of the 91 employees in the productive occupations who worked Sunday, 22 were beatermen, 20 were machine tenders, and 49 were engaged in 14 other occupations. The average time worked by the beatermen on Sunday was 3.7 hours and the average hours worked by the machine tenders were 2.6. Among the 296 employees in the power, mechanical, and yard force the hours worked on Sunday ranged from two

and one-half to 13, the average being 8.5 hours. Of the 296 employees, 152 were firemen; 51, watchmen; 45, firemen's helpers; 24, engineers; 15, millwrights; and nine were either carpenters, machinists, pipers, or engineers' helpers. Of the 390 employees who worked Sunday, 221 were three-shift workers, 101 were day-workers, and 68 were two-shift workers.

6. SATURDAY HALF-HOLIDAY.

Although the schedules of inquiry used in this investigation did not ask for specific information as to the extent to which the Saturday half-holiday was in effect, from the data received as to daily and weekly hours of labor it is possible in the case of every mill to determine whether or not the Saturday half-holiday was in effect in the representative week for which information was secured. It must be borne in mind, therefore, that the data presented below take into consideration conditions at the time the inquiry was made and do not show the mills which granted the weekly half-holiday during other parts of the year. The following table shows the number and percentages of mills in the State and in each district which granted the Saturday half-holiday to their employees.

TABLE 23. — *Number and Percentage of Mills Granting the Saturday Half-holiday: By Geographical Districts.*

GEOGRAPHICAL DISTRICTS.	Number of Mills	MILLS IN WHICH SATURDAY HALF-HOLIDAY WAS —			
		GRANTED		NOT GRANTED	
		Number	Percentage	Number	Percentage
The State.	88	48	54.5	38	42.7
Western Massachusetts,	15	10	66.7	5	33.3
Holyoke,	22	20	90.9	2	9.1
Connecticut Valley (not including Holyoke),	22	13	59.1	9	40.9
Central Massachusetts,	15	3	20.0	12	80.0
Eastern Massachusetts,	12	2	16.7	10	83.3

Considering the State as a whole, it will be seen from the preceding table that considerably over one-half of the paper mills granted their employees the Saturday half-holiday at the time the inquiry was made. This practice was more prevalent in the Connecticut Valley and the western part of the State than it was east of the Connecticut Valley.

V.

DAYS WORKED PER WEEK.

Technical and economic considerations in the manufacture of paper make it necessary for the mills to operate continuously night and day, although it has been found possible to practically abolish nearly all Sunday work. As a result, only a small proportion (3.6 per cent) of the male employees were found whose full-time working week was seven days; all of the female workers and 86.9 per cent of the male employees had a full-time week of six days. Those employees whose regular working week consisted of seven days or tours were of two classes: (a) The various workmen employed in engine and boiler rooms, and watchmen, and (b) the various repair men whose work could most expeditiously be done on Sunday when the mills were closed down.

In occupations requiring continuous work day and night the period that each employee or group of employees work is known in the paper and wood pulp industry as a "tour"¹, and the general force with which he happens to work is known as the day or night tour or shift. As the entire 24 hours must be covered by the men on the different shifts, the tour must average either 12 or eight hours. In the case of 12-hour men the time is generally divided so that the day tour is of 11 hours and the night tour of 13 hours.

The table which follows shows for each class of employees the number and percentage of employees customarily working each specified number of days or tours a week.

TABLE 24. — *Number of Time-Workers, Shift-Workers, and Piece-Workers Whose Full-Time Week Consisted of Each Specified Number of Days or Tours: By Sex.*

CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES WHOSE FULL-TIME WEEK CONSISTED OF —					
		5 Days	5 and 6 Days alternately	6 Days	6 and 7 Days alternately	7 Days	Other than as Specified
All Occupations.	13,871	11	851	12,654	17	336	2
<i>Males.</i>	<i>9,331</i>	<i>11</i>	<i>851</i>	<i>8,114</i>	<i>17</i>	<i>336</i>	<i>2</i>
Time-workers, . . .	5,144	11	2	5,026	—	105	—
Two-shift workers, . . .	1,254	—	846	376	17	13	2
Three-shift workers, . . .	2,832	—	3	2,611	—	218	—
Piece-workers, . . .	101	—	—	101	—	—	—
<i>Females.</i>	<i>4,540</i>	—	—	<i>4,540</i>	—	—	—
Time-workers, . . .	2,619	—	—	2,619	—	—	—
Piece-workers, . . .	1,921	—	—	1,921	—	—	—

¹ Customarily, in this industry, the "ou" in "tour" is pronounced as in "hour."

TABLE 24. — *Number of Time-Workers, Shift-Workers, and Piece-Workers Whose Full-Time Week Consisted of Each Specified Number of Days or Tours: By Sex — Concluded.*

CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES WHOSE FULL-TIME WEEK CONSISTED OF —					
		5 Days	5 and 6 Days alternately	6 Days	6 and 7 Days alternately	7 Days	Other than as Specified
Productive Occupations.	11,633	6	804	10,174	2	50	2
<i>Males.</i>	<i>6,586</i>	<i>6</i>	<i>804</i>	<i>5,702</i>	<i>2</i>	<i>50</i>	<i>2</i>
Time-workers,	2,970	6	—	2,956	—	8	—
Two-shift workers,	1,106	—	804	296	2	2	2
Three-shift workers,	2,410	—	—	2,370	—	40	—
Piece-workers,	80	—	—	80	—	—	—
<i>Females.</i>	<i>4,472</i>	<i>—</i>	<i>—</i>	<i>4,472</i>	<i>—</i>	<i>—</i>	<i>—</i>
Time-workers,	2,570	—	—	2,570	—	—	—
Piece-workers,	1,902	—	—	1,902	—	—	—
General Occupations, Pro- ducing Departments.	674	1	6	664	—	3	—
<i>Males.</i>	<i>606</i>	<i>1</i>	<i>6</i>	<i>596</i>	<i>—</i>	<i>3</i>	<i>—</i>
Time-workers,	567	1	—	566	—	—	—
Two-shift workers,	12	—	3	9	—	—	—
Three-shift workers,	9	—	3	3	—	3	—
Piece-workers,	18	—	—	18	—	—	—
<i>Females.</i>	<i>68</i>	<i>—</i>	<i>—</i>	<i>68</i>	<i>—</i>	<i>—</i>	<i>—</i>
Time-workers,	49	—	—	49	—	—	—
Piece-workers,	19	—	—	19	—	—	—
Power, Mechanical, and Yard Force.	2,159	4	41	1,816	15	283	—
<i>Males.</i>	<i>2,159</i>	<i>4</i>	<i>41</i>	<i>1,816</i>	<i>15</i>	<i>283</i>	<i>—</i>
Time-workers,	1,007	4	2	1,504	—	97	—
Two-shift workers,	136	—	39	71	15	11	—
Three-shift workers,	413	—	—	238	—	175	—
Piece-workers,	3	—	—	3	—	—	—

The above table shows that all of the female paper-mill employees and over five-sixths (86.9 per cent) of the male employees had a working week of six days. The customary working days or tours were five and six days or tours alternately for 9.1 per cent of the total male employees; seven days or tours a week for 336, or 3.6 per cent of the male employees; six and seven days or tours alternately for 17 employees; and five days for 11 employees.

In the productive occupations about five-sixths (86.8 per cent) of the male employees had a working week of six days and 12.2 per cent had a week of five and six days or tours alternately. Practically all (98.3 per cent) of the 606 male employees engaged in general occupations in the producing departments customarily worked six days a week. Among the 2,159 employees in the power, mechanical, and yard departments, 84.1 per cent had a working week of six days, 13.1 per cent had a week of seven days, and most of the remainder (41 employees) had a week of five and

six days or tours alternately. Seven days a week were customarily worked by 47.6 per cent of the firemen and 60.7 per cent of the watchmen.

The average hours actually worked per employee, already considered, is a figure readily serviceable for comparison. On the other hand, it tells little of the actual numbers working overtime, full time, and undertime. With a view to more light on this point a further analysis has been made of the data in the following table showing the extent of employment in the week covered by this inquiry. The actual conditions of employment as shown in this table are far different from what the averages would indicate.

TABLE 25. — *Number and Percentage of Time-Workers, Shift-Workers, and Piece-Workers who worked Overtime, Full Time, and Undertime for the Specified Number of Days in a Representative Week: By Sex.*

CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES WHO WORKED —							
		Over- time	Full Time	UNDERTIME.					
				5 Days and less than Full Time	4 Days and less than 5	3 Days and less than 4	2 Days and less than 3	1 Day and less than 2	Less than 1 Day
All Occupations.	12,848	2,362	7,622	1,561	764	327	181	114	22
<i>Males.</i>	<i>9,301</i>	<i>2,464</i>	<i>5,826</i>	<i>791</i>	<i>307</i>	<i>142</i>	<i>82</i>	<i>60</i>	<i>19</i>
Time-workers, . . .	5,144	1,333	2,943	496	179	87	48	42	16
Two-shift workers, . .	1,254	260	842	56	48	15	22	9	2
Three-shift workers, .	2,832	660	1,795	229	79	37	22	9	1
Piece-workers, . . .	71	11	46	10	1	3	—	—	—
<i>Females.</i>	<i>3,547</i>	<i>38</i>	<i>1,796</i>	<i>710</i>	<i>457</i>	<i>185</i>	<i>89</i>	<i>54</i>	<i>13</i>
Time-workers, . . .	2,601	36	1,782	290	251	113	67	51	11
Piece-workers, . . .	941	2	214	420	206	72	22	3	2
Productive Occupa- tions.	10,634	1,362	6,162	1,251	701	293	150	90	25
<i>Males.</i>	<i>6,541</i>	<i>1,325</i>	<i>4,199</i>	<i>550</i>	<i>247</i>	<i>109</i>	<i>62</i>	<i>37</i>	<i>12</i>
Time-workers, . . .	2,970	576	1,856	287	133	61	27	21	9
Two-shift workers, . .	1,106	216	755	54	39	13	19	8	2
Three-shift workers, .	2,410	523	1,555	201	74	32	16	8	1
Piece-workers, . . .	55	10	33	8	1	3	—	—	—
<i>Females.</i>	<i>3,493</i>	<i>37</i>	<i>1,963</i>	<i>701</i>	<i>454</i>	<i>184</i>	<i>88</i>	<i>53</i>	<i>13</i>
Time-workers, . . .	2,552	35	1,749	281	248	112	66	50	11
Piece-workers, . . .	941	2	214	420	206	72	22	3	2
General Occupations, Producing Depart- ments.	650	165	339	95	22	8	9	7	5
<i>Males.</i>	<i>601</i>	<i>164</i>	<i>306</i>	<i>86</i>	<i>19</i>	<i>7</i>	<i>8</i>	<i>6</i>	<i>5</i>
Time-workers, . . .	567	157	288	82	16	7	7	5	5
Two-shift workers, . .	12	3	5	—	3	—	—	1	—
Three-shift workers, .	9	3	3	2	—	—	1	—	—
Piece-workers, . . .	13	1	10	2	—	—	—	—	—
<i>Females.</i>	<i>49</i>	<i>1</i>	<i>53</i>	<i>9</i>	<i>3</i>	<i>1</i>	<i>1</i>	<i>1</i>	<i>—</i>
Time-workers, . . .	49	1	33	9	3	1	1	1	—
Piece-workers, . . .	—	—	—	—	—	—	—	—	—
Power, Mechanical, and Yard Force.	2,159	775	1,121	155	41	26	22	17	2
<i>Males.</i>	<i>2,159</i>	<i>775</i>	<i>1,121</i>	<i>155</i>	<i>41</i>	<i>26</i>	<i>22</i>	<i>17</i>	<i>2</i>
Time-workers, . . .	1,607	600	790	127	30	19	14	16	2
Two-shift workers, . .	136	41	82	2	6	2	3	—	—
Three-shift workers, .	413	134	237	26	5	5	5	1	—
Piece-workers, . . .	8	—	3	—	—	—	—	—	—

TABLE 25. — *Number and Percentage of Time-Workers, Shift-Workers, and Piece-Workers who Worked Overtime, Full Time, and Undertime for the Specified Number of Days in a Representative Week: By Sex — Concluded.*

Percentages.

CLASSIFICATION.	Totals	PERCENTAGES OF EMPLOYERS WHO WORKED —							
		Over-time	Full Time	UNDERTIME.					
				5 Days and less than Full Time	4 Days and less than 5	3 Days and less than 4	2 Days and less than 3	1 Day and less than 2	Less than 1 Day
All Occupations.	100.0	17.9	89.3	11.7	6.0	2.5	1.4	0.9	0.3
<i>Males.</i>	100.0	24.3	80.5	8.5	3.3	1.5	1.0	0.7	0.3
Time-workers, . . .	100.0	25.9	87.2	9.7	3.5	1.7	0.9	0.8	0.3
Two-shift workers, . . .	100.0	20.7	87.1	4.5	3.8	1.3	1.8	0.7	0.3
Three-shift workers, . . .	100.0	23.3	83.4	8.1	3.8	1.3	0.8	0.3	— ¹
Piece-workers, . . .	100.0	15.5	84.8	14.1	1.4	4.2	—	—	—
<i>Females.</i>	100.0	1.1	88.4	30.0	12.9	5.2	2.5	1.5	0.4
Time-workers, . . .	100.0	1.4	88.5	11.1	9.7	4.3	2.6	2.0	0.4
Piece-workers, . . .	100.0	0.2	22.8	44.6	21.9	7.7	2.3	0.3	0.2
Productive Occupations.	100.0	12.6	61.4	12.5	7.0	2.9	1.5	0.9	0.3
<i>Males.</i>	100.0	20.2	64.2	8.4	3.8	1.7	0.9	0.6	0.3
Time-workers, . . .	100.0	19.4	62.5	9.7	4.5	2.0	0.9	0.7	0.3
Two-shift workers, . . .	100.0	19.5	68.3	4.9	3.5	1.2	1.7	0.7	0.3
Three-shift workers, . . .	100.0	21.7	64.5	8.3	3.1	1.3	0.7	0.3	0.1
Piece-workers, . . .	100.0	18.2	60.0	14.5	1.8	5.5	—	—	—
<i>Females.</i>	100.0	1.1	88.2	30.1	13.0	5.2	2.5	1.5	0.4
Time-workers, . . .	100.0	1.4	88.5	11.0	9.7	4.4	2.6	2.0	0.4
Piece-workers, . . .	100.0	0.2	22.8	44.6	21.9	7.7	2.3	0.3	0.2
General Occupations, Producing Departments.	100.0	25.4	52.1	14.6	3.4	1.3	1.4	1.1	0.3
<i>Males.</i>	100.0	27.3	50.9	14.3	3.2	1.2	1.3	1.0	0.3
Time-workers, . . .	100.0	27.7	50.8	14.5	2.8	1.2	1.2	0.9	0.3
Two-shift workers, . . .	100.0	25.0	41.7	—	25.0	—	—	8.3	—
Three-shift workers, . . .	100.0	33.2	33.3	22.2	—	—	11.1	—	—
Piece-workers, . . .	100.0	7.7	76.9	15.4	—	—	—	—	—
<i>Females.</i>	100.0	2.0	67.4	18.4	6.2	2.0	2.0	2.0	—
Time-workers, . . .	100.0	2.0	67.4	18.4	6.2	2.0	2.0	2.0	—
Piece-workers, . . .	—	—	—	—	—	—	—	—	—
Power, Mechanical, and Yard Force.	100.0	35.9	51.9	7.2	1.9	1.2	1.0	0.8	0.1
<i>Males.</i>	100.0	35.9	51.9	7.2	1.9	1.2	1.0	0.8	0.1
Time-workers, . . .	100.0	37.3	49.7	7.9	1.9	1.2	0.9	1.0	0.1
Two-shift workers, . . .	100.0	30.1	60.3	1.5	4.4	1.5	2.2	—	—
Three-shift workers, . . .	100.0	32.5	57.4	6.3	1.2	1.2	1.2	0.2	—
Piece-workers, . . .	100.0	—	100.0	—	—	—	—	—	—

¹ Less than 0.05 per cent.

Nearly three-fifths (59.3 per cent) of paper-mill employees for whom actual hours worked were recorded on the pay-rolls, worked full time; 17.9 per cent worked overtime, and of the 2,919 who worked less than full time, 1,501, or 51.4 per cent, worked five days and less than full time. Thus, 88.9 per cent of all of the workers employed in paper mills were reported as having worked five days or more a week; 11.1 per cent of the force are

shown to have worked less than five days; 6.0 per cent between four and five days; 2.5 per cent between three and four days; 1.4 per cent between two and three days; and 1.2 per cent less than two days.

Approximately three-fifths (60.5 per cent) of the male employees worked full time; 24.3 per cent, overtime, and 8.5 per cent, less than full time but five days or more. Thus, 93.3 per cent of the male paper-mill operatives worked approximately a full week; 3.3 per cent worked from four to five days; 1.5 per cent, three to four days; 1.0 per cent, two to three days; and 0.9 per cent, less than two days.

Less than three-fifths (56.4 per cent) of the female employees worked full time; only 1.1 per cent worked overtime, and 20.0 per cent, less than full time but five days or more. Thus, 77.5 per cent worked approximately a full week; 12.9 per cent, between four and five days; 5.2 per cent, between three and four days; 2.5 per cent, between two and three days; and 1.9 per cent, less than two days.

Among the male employees it may be noted that the percentage working overtime is higher for time-workers than for either the shift-workers or piece-workers. On the other hand the percentage of two-shift workers and piece-workers who worked full time is greater than the percentage of three-shift workers or time-workers.

VI.

THE MANUFACTURE OF PAPER.

1. BRIEF HISTORY OF THE INDUSTRY AND GENERAL DESCRIPTION OF PROCESSES.

Paper was first made in the United States at Roxborough (in the vicinity of Philadelphia) as early as 1690, by William Rittenhuysen, a native of Broich, Holland; and the first paper mill to begin operations in Massachusetts was located in the town of Milton. The building here utilized was erected about the year 1717 for a fulling mill, but a company composed of prominent Boston men procured a lease of the mill and, having furnished it with the necessary equipment, began the manufacture of paper under a "grant for the encouragement of a paper mill", passed by the General Court of Massachusetts, September 13, 1728. This company was granted exclusive right, for the term of 10 years, to manufacture paper in the Commonwealth of Massachusetts, on condition that during the first 15 months they make at least 140 reams of brown paper and 60 reams of printing paper. According to the terms of this agreement the amount of paper to be produced by this company during the second and third year was to be somewhat greater than during the first year, and after the third year the annual production was to be not less than 500 reams. For some years paper making in Massachusetts was confined to this locality where, in the meantime, three other paper mills had been erected. Later two mills were built in Falmouth, now a part of the State of Maine, and during the latter part of 1775 or the early part of 1776 a paper mill was erected in the town of Sutton, which part of the town was later set off to the town of Millbury.

At the present time Holyoke, on the Connecticut River, is the center of the paper industry in this Commonwealth and is also the leading city in the United States in the manufacture of fine paper.

The early processes of making paper were considerably different from those employed at the present time. The improved methods during the past century have changed the making of paper from what was practically a hand industry to what is now a mechanical and chemical one; the use of wood pulp and the perfecting of the Fourdrinier machine being, perhaps, the principal factors in the comparatively recent development of the manufacture of paper. The tremendous production of to-day has been stimulated by and has itself stimulated the great increase in the sale of books, newspapers, and periodicals. The public schools, the magnitude of modern business, and the multiplication of newspapers have all served to increase the production of paper.

During the nineteenth century there were many improvements in the methods of making paper, and, particularly during the latter half of the century, there occurred very radical changes in the nature of the materials used in making paper stock. Until after the middle of the nineteenth century paper was made chiefly from rags. Because of the growing scarcity of these rags, and of their constant increase in cost, various attempts had been made to provide a substitute for them. Little success attended these efforts however until the introduction of wood pulp. The cheapness of this material, resulting from the abundance of wood available for its manufacture has revolutionized the paper-making industry. The presence of great forests of spruce and other woods in certain parts of the United States, making available great quantities of this comparatively inexpensive material, has stimulated the efforts to adapt it to more extended uses. Through competition in its manufacture and improvements in the processes employed, still further reductions in its cost in recent years have resulted, thereby greatly increasing its usage. To a very great extent wood pulp has superseded the use of rags; entirely so in the manufacture of newspapers; very largely so in the manufacture of book and wrapping papers, and to a considerable extent in writing papers and certain other grades. Treated chemically or mechanically it furnishes the essential qualities of nearly every grade of paper. The history of the discovery that wood could be made into paper, and the gradual adoption of this material for paper making, would be too extensive for the purpose of this report.

In 1854 the first wood pulp was made in the United States by the alkali process, later the process of mechanical grinding upon which the present extensive pulp industry is based, was introduced at Stockbridge, Massachusetts, in 1867, the product having been used in a paper mill at Lee. Small proportions of this material were mixed with more conservative grades of stock and the resultant product, though far from satisfactory at first, grew better as experience taught how the new material should be used.

The raw material of wood pulp is spruce, poplar, and, in smaller quantities, various other woods, according to the kinds of paper to be produced, the location of the mills, and the processes employed.

There are two kinds of wood pulp — (1) chemical, made by reducing the chipped wood to a pulp by a chemical process, and (2) mechanical, produced by grinding the wood into a fibrous mass on a revolving stone. The chemical fibers most frequently used are known as soda pulp and sulphite pulp, so named from the fact that the wood is reduced by cooking in a solution of caustic soda, or bisulphite of magnesia, or calcium.

Sulphite fiber, first in importance as a product in the pulp industry, is a long, strong fiber made from wood by a chemical method instead of a mechanical one, as in the case of ground wood. Newspaper, common wrapping paper, and a few other grades, consist chiefly of ground wood pulp to which has been added from 10 to 25 per cent of this chemically prepared sulphite. Certain other grades, such as the strong wrapping papers, etc., are made entirely from sulphite fiber.

In preparing sulphite pulp the bark is first removed from the wood after which the stripped logs are thrown into a powerful machine, known as a wood chipper, where they are cut into chips. These chips are conveyed to storage bins from which they are taken as needed and loaded into the large steel boiling tanks or digestors. In these tanks the chips cook for several hours in sulphurous acid under steam pressure until they are reduced to a fibrous state. The product is then thoroughly washed and screened to remove all trace of the acid and whatever dirt may be present. In the case of the better grades of paper the pulp is then put into the bleaching tanks and bleached white.

Sulphite fiber, when sold to be made into paper in some other locality, is generally formed into thick sheets from which a portion of the water has been removed by pressure, or else is run through steam rolls and thoroughly dried.

Soda fiber is ordinarily made from woods softer than spruce, chiefly poplar, and is a softer, mellower fiber, without much strength. Combined in proper proportions with sulphite fiber it is used as a soft stock in book paper and to some extent in writing paper. Its preparation is similar to that of sulphite, except that in place of sulphurous acid a solution of caustic soda is used in the digestors. Generally speaking, sulphite fiber is produced from the coniferous trees, those having long leaves, while soda fibers are from trees of the broad-leaved variety, which produce a fiber somewhat shorter than the others. Owing to the strength of the fiber obtained by the sulphite process, as well as to the abundance of spruce available for the purpose, the use of the sulphite fibers has increased more rapidly than that of the soda fibers. Soda pulp is prepared in practically the same manner as the sulphite pulp, except that the reducing agent is caustic soda instead of sulphurous acid.

Since the introduction into this country of the German process for making a ground wood fiber, its use has steadily increased until it has, in the case of certain grades of paper, driven some of the other pulp materials from the field. This pulp is of a somewhat inferior quality chemically, inasmuch as it contains all the resinous and gummy matter of the

original wood, lacks strength, is not lasting in color, and gradually loses its fibrous character, yet, when mixed with other fibers, it is excellently suited to the manufacture of news, common printing, and wrapping papers, cardboard, and boxboard.

Many varieties of woods are suitable for ground wood pulp, but spruce is the principal raw material. There are pulp establishments in which wood pulp is prepared and shipped to be made into paper at some other mill, but more than half of the wood pulp produced is made into paper in the same establishment. The merchantable shape of wood fibers differs somewhat. Ground wood is ordinarily sold in folded sheets only partially dry, and is, therefore, under common conditions, only suitable for use near the locality where manufactured. Its weight is so increased by the water it contains that profitable transportation of such a low-priced product is precluded on account of the freight on this extra weight.

In preparing the ground wood or mechanical pulp the bark is removed and the wood cut into suitable lengths for grinding. The blocks are held by hydraulic pressure against the edge of a rapidly revolving grindstone, upon which water is constantly running, and by attrition are reduced to a mushy consistency.

The fiber as thus ground is screened and either used in a liquid state for the paper machines in the same establishment, or is run through "wet machines" and formed into thick sheets which are folded into bundles and shipped to other mills, there to be used in making paper. The pulp so made is the basis of most all lower grades of paper. Rags, straw, waste paper, and manila stock still enter into the making of the various grades, although the tremendous demand for inexpensive paper, such as newspaper, etc., has made wood pulp the principal material used in the manufacture of paper in the United States to-day. Rags are still used for the finer papers, while straw, waste paper, and manila stock form the basis of the coarser grades.

The rags to be used in the manufacture of paper are collected in various parts of the world and are brought in large bales in a roughly sorted condition to the mills, where they are kept in store rooms until required for manufacture into paper. For this process they are first put through a threshing machine which opens them up and frees them from some of the dust and heavier particles of dirt. From the thresher they are conveyed to the rag sorting room where rag sorters (women) sort them according to quality and color. In this room are tables on which are fastened short upright scythe blades with their cutting edges away from the operators. By means of these blades or knives the rag sorters rip

out seams and remove from the rags all buttons, hooks, eyes, particles of rubber, and any other substances which would interfere with the proper manipulation of the material. This work is inspected by overlookers.

After the foreign matter has been removed from the rags the cutter men feed them into the rag cutters, machines equipped with revolving knives or teeth, which cut the rags into smaller and still smaller pieces, while a strong current of air blows out the dust. The rags are then conveyed, generally on an endless belt, to the boilers or kettles where they are boiled for some hours (four to six) in certain chemicals to remove fatty and greasy matters and to dissolve all substances, such as starch and size, which may be present. Men known as "rotary fillers" throw and press the rags into these boilers or kettles which are large revolving wrought-iron cylinders supplied with manholes through which they are charged and through which is removed the treated stock. During the cooking process the boilers are revolved so that the solution may thoroughly penetrate the rags and loosen or soften all remaining dirt, coloring matter, and foreign substances. When this boiling is finished, "rotary dumpers" remove the manhole covers, pull out the rags with poles or forks, allowing the liquid to run off and the material to drain. In some cases the rags are given a preliminary washing.

From the rotary boilers the stock is then carried to the washing machines. The washing machine or engine consists of an oval tank containing a rotating cylinder washer, a beater roll, and a bedplate fitted with knives by which the stock is opened up and torn apart, giving the stream of water, which constantly flows through the machine, access to every part and allowing it to carry away the dirt washed out of the rags. When the water flows away clear and the fabric has been reduced to a pulp, a solution of bleaching powder is introduced, and the process of agitation continued until the pulp is thoroughly saturated with the bleach.

The washed and bleached rags, now called half-stock, are then carried through a pipe to the drainer, a large brick vault, generally located in the basement, having a floor composed of perforated tiles, where the bleaching liquor is allowed to drain off slowly until the half-stock becomes white. If a very white color is desired the pulp is "sour-bleached" in these drainers, by a weak acid solution followed by a weak chloride of lime solution being allowed to drain through the pulp. The acid liberates the chlorine quickly from this lime solution while it is in contact with the fibers and bleaches them very white.

From the drainer the half-stock, now thoroughly free from all residual chemicals likely to spoil the quality of the finished paper, is carried to the

beaters or beating engines, the construction of which is practically the same as the washing machines or engines. In these beaters the pulp is disintegrated by tearing the fibers apart and drawing them out to their full extent. Other things being equal, upon the length of this fiber will depend the strength of the paper. It is during the process of beating that the many materials used in the manufacture of paper are added to the pulp, as, for instance, sizing, coloring and the loading materials. For the latter purpose white china clay or kaolin is generally used, which not only tends to make the paper smooth and more opaque, but also adds certain other desirable qualities. Many kinds of paper are made without the addition of any of this loading material.

From the beater the pulp is conveyed through a pipe to the "stuff" chest, a large cistern usually located in the basement. Here a revolving paddle wheel, called the agitator, keeps the pulp in constant motion to maintain it in solution and prevent the particles from settling. The pulp or "stuff," as it is known to the trade from this stage on, is then pumped through the refining engine which adjusts the length of the fibers by a brushing or cutting process. From here on the handling of all kinds of pulp in paper making is practically the same.

It is possible to make paper from any one of the many kinds of pulp, but in practice two or more kinds are combined in certain proportions in order to get the qualities desired. The most important exception to this rule is found in the making of fine linen papers, ledger paper, etc., in which rag pulp is used exclusively. The proper combining of the different fibers necessitates a thorough knowledge of the raw materials in order that they may be properly blended and the desired results brought about. By combining the fibers of different grades of rags, or the rag fibers with the proper proportion of wood fiber, or, where wood is used exclusively, by combining the sulphite with the soda fiber, or either of the latter two with ground pulp, one can produce practically all grades of paper in common use.

In order to make paper from the attenuated pulp the first object to be attained is the expulsion of the water from the pulp, the second is to felt or intermix the fibers of the pulp into a cohesive sheet, and the third is to dry the sheet.

After leaving the refining engine the pulp or "stuff" is pumped to a series of boxes in one of which, called the back-water chest, a large amount of water (90 per cent or more) is added, diluting the pulp to the consistency of buttermilk. It is at this stage of the process that the thickness of the paper is regulated by means of a small gate which governs the flow of diluted pulp onto the machine. The pulp next passes onto the

screens where it is strained through fine strainers into what is called the head or flow box which is located at one end of the paper machine and which serves to evenly distribute the flow of pulp, thereby insuring a sheet of paper of a uniform thickness. The diluted pulp, by means of a connecting apron, then flows onto the traveling wire web or screen of the paper machine to be solidified into paper.

From the hand process of the early days to the huge machines of the present is a progress in method of production which explains the immense increase in the volume of the products of this industry. The principles are the same whether the pulp is taken from the vat on small hand sieves and turned out in a single sheet at a time, or whether it is flowed in a continuous web onto wire cloth, from which it is conveyed on blankets or felts through heavy press rolls, and over steam-heated drying cylinders. By the introduction of modern machinery, not only has the rapidity of manufacture been multiplied many times and the labor cost diminished, but the quality of the product has also become more uniform and capable of more exact regulation.

The recent introduction of wide, high-speed Fourdrinier paper machines is a notable feature in the progress of the paper industry. Machines, instead of being speeded to run less than 300 feet of paper per minute, are now built to make from 500 to 650 feet of newspaper per minute. The width of paper that it is now possible to produce has also been gradually increased from less than 100 inches to at least 200 inches.

The Fourdrinier paper machine consists essentially of a frame supporting an endless web or sheet of fine brass wire netting upon which the prepared pulp flows and upon which the continuous sheet of paper is formed; and of rolls and cylinders, heated or otherwise, for pressing and drying and calendering the felted pulp or paper. The fine wire web or netting upon which the paper is formed is made endless, and is carried by rolls in a continuous round of motion from the first or breast roll, located at the end of the machine, to the couch roll at the point where the paper leaves the web, then back to the point of starting. This web is usually from 40 to 60 feet long and is supplied with square, adjustable rubber bands called deckle straps, running along its edges to regulate the width of the sheet of paper to be made. Between the breast roll and couch rolls this wire is supported by a large number of small rolls, called table rolls, which turn as the wire passes over them, and which, by capillary attraction, help to draw the water from the forming web of paper. Under the wire web at the end of the machine farthest from the breast roll are boxes known as suction boxes from which the air has been removed by suction pumps. These boxes

also help remove the water from the pulp. Underneath the web is attached a box-like receptacle called the "save-all", in which the water drained through the web is collected. This water is called the "white water", and as it carries with it a considerable quantity of very fine pulp with its alum, clay, coloring matter, size, etc., is conveyed back to the back-water chest to be used in assisting in the dilution of the more concentrated pulp. Between the suction boxes, above the web and bearing lightly upon the moist paper, is sometimes placed a small roll called a "dandy roll" which revolves with the movement of the wire web. This roll, when plain, imparts to the top of the paper a surface similar to that given to the bottom by the wire web. The outlines of any raised figure borne upon the surface of this roll are transmitted to the paper by the pressure of the roll which makes the paper slightly more translucent at the point of contact. Water marks, so called, are thus made in paper.

The wire web upon which the pulp is forming into a sheet of paper passes between the couch-rolls, a set of two rolls, the top one of which is usually covered with a woolen jacket, whose office it is to squeeze enough water from the web to make a sheet of paper capable of being handled and carried over the machine. It is at the couch-rolls that the layer of pulp becomes a sheet of paper, although it is in wet form and must be dried before the operation is completed.

Next beyond the couch-rolls are two or three sets of two rolls each, called press-rolls, the face of the rolls being metal, wood, or rubber, through which the paper is carried on endless woolen felts, called wet-felts. The office of these press-rolls is to press as much water out of the web of paper as possible before it passes over the drying cylinders or dryers.

Beyond the press-rolls are the dryers, a nest of iron drying cylinders usually from three to four feet in diameter, according to the size of the machine. The paper is dried on these cylinders after leaving the presses.

Situated just beyond these dryers are the calender rolls, smooth-faced heavy metal rolls arranged vertically in a stack, and exerting great pressure by their cumulative weight. On these calenders the paper is given a smooth surface or finish. Adjoining the calenders are the reels upon which the finished paper is wound as it leaves the calenders. At the extreme end of the machine is the winder where the paper is rewound into rolls ready for shipment, if to be disposed of in that form, or to be carried to the cutters and cut into sheets. Upon these winders are placed the revolving slitters which trim off the rough or deckle edges, or cut the web of paper into the desired widths. Certain grades of paper are sized while on the paper machine and this necessitates placing a vat containing the size on the machine near the drying cylinders.

Another type of paper machine, known as the cylinder machine, differs from the Fourdrinier mainly in that the pulp, instead of flowing onto a moving endless wire cloth, is taken up by a revolving cylinder, the face of which is formed from close-meshed wire cloth. From the cylinder the pulp is removed by a couch roll carrying a felt, and is dried and finished essentially as in the Fourdrinier machine. The paper made on this machine has less transverse strength because the fibers lie mostly in the line of travel of the web, there being no "shake" to give them lateral motion.

By the Fourdrinier machine the transformation of the fluid stock into finished paper is made an automatic operation. By preserving an unvarying flow of pulp over the apron to the moving endless wire cloth, and a constant forward motion of this wire cloth, the thickness of the layer of pulp deposited is kept uniform. By a violent lateral motion or "shake" of the supporting rolls the fibers are caused to interlace in various directions and give greater transverse strength to the texture. As the pulp is carried along on the wire cloth much of its water drains through, being assisted in this by the capillary action of the small rolls over which the pulp passes, and still more water being drawn out by pressure as the pulp passes over the suction boxes, the matted fiber loses much of its moisture, and passes on to the drying stage.

The part of the machine just described is called the wet end and its principal functions are to get rid of the water of the pulp and to mat the fibers together. After passing the suction boxes the paper is carried between the couch rolls. These rolls serve to further remove the water from the paper. The paper now has attained sufficient strength to carry its own weight for a short distance without rupture, so at this point it is detached from the carrying web and passes through the press rolls on endless webs of woolen cloth called felts.

These felts carrying the paper pass first between polished rolls known as the press rolls which, exerting a very strong pressure, serve to remove still more moisture from the paper; then onto another endless web of woolen cloth known as the "second press felt" by which it is carried between a second pair of rolls. The paper now passes onto the "dryer felt" which carries it around the drying rolls, the passage around these heated cylinders completing the drying process. The paper is then given a smooth surface on the calenders. Finally, the finished paper is reeled off in rolls or cut into sheets. Some grades of paper are calendered on the supercalenders after being taken from the machine; others are coated, while some high-grade papers are given a final finish by plating.

Paper intended to be loft-dried is cut by the paper machine immedi-

ately after sizing and while still wet; the sheets of wet sized paper are hung squarely and evenly over poles in a loft by hangers or loftmen, who work very rapidly and with great deftness. When the loft is filled, a draught of hot air is turned on or steam is admitted to pipes in the loft, and the temperature kept at 100° Fahrenheit for several days. This slow drying gives to the paper a texture which can not be obtained by a rapid process.

To finish paper by plating, instead of by calendering, the plater arranges a number of sheets of paper into a book-like packet, the sheets of paper alternating with sheets of zinc. The packet is then introduced by a platerman between heavy rollers and rolled back and forth. Plating is so expensive that it is done only on the finest quality of paper.

In making writing paper the strips are sized, while on the paper machine, by running them through a glutinous material and after that between rolls which remove by pressure the superfluous "size". Sizing is prepared by size makers who place the ingredients for the size, such as resin, carbonate of soda, hide, hoofs, horns, etc., in large tanks where they are subjected to the action of live steam, the resin melted, and the materials thoroughly mixed by means of a stirrer to a form of soap. Papers to be written upon with ink, as well as most printing papers, must be sized in order to fill the pores and prevent the spreading of the ink.

The manufacture of ground wood pulp, as well as the use of the large Fourdrinier and cylinder machines, would be impossible without the modern transformers of energy. The power used in the grinding of wood is usually furnished by water wheels commonly fitted directly with the stones by which the wood is converted into pulp. For the paper machines steam is the most satisfactory power, on account of the constant and easily governed speed of the steam engine, whereby uniformity in the thickness of the paper can be secured. Water power, on the other hand, is sure to vary in volume and pressure, and can not be controlled quickly enough to make the flow of pulp so uniform. Furthermore, in using steam engines for the machines, the exhaust is utilized in the cylinders which dry the paper and waste is thus prevented. Although many machines were formerly run by water, this agency is rapidly being supplanted by steam. In the preparation or beating of stock and all general work about the mill, however, water power is more economical than any other unless steam is produced by natural gas.

Within the last decade electric power is being more and more used in this, as in other industries, and it seems destined to play a still larger part.

Filter Plant. — As an abundant supply of good water is necessary in the manufacture of paper, the factories are always located near rivers or

other large bodies of water. The water must be not only plentiful but also as pure as possible. To insure this condition artificial treatment is resorted to. The water is first pumped from the river or brook to settling tanks in which alum is introduced which precipitates the impurities. It is then carried by gravity into the filter tanks and strained through sand, after which it passes to storage tanks for use in the mill.

After being used for paper manufacturing purposes the water is run into a settling basin and all of the acquired impurities drop to the bottom. It may then under the State law be returned to the river.

2. CLASSIFICATION AND DESCRIPTION OF OCCUPATIONS.

As has been pointed out in the introductory part of this report, the employees included herein are classified in three groups:

(a) *Productive Occupations, i.e.*, those occupations which are peculiar to the paper and wood pulp industry or which are so closely connected with the producing departments that their separation would be an error.

The other two divisions include those employees whose services are not directly required in the production of paper, but whose employment is necessary in order to secure successful operation and to provide for the maintenance of the equipment in the producing departments.

(b) *General Occupations, Producing Departments, i.e.*, those who are not employed in the productive processes, but who might be employed in other industries.

(c) *Power, Mechanical, and Yard Force, i.e.*, those who are not attached to any particular producing department, but perform for any and all the departments such work as may be necessary.

The occupations of paper-mill employees may also be classified into three grades. Among the employees of the first grade in paper mills are superintendents, foremen and assistant foremen, tour bosses and assistants, head finishers, machine tenders, beatermen, calendermen, acid makers, and others with like duties. In the second grade are backtenders, platermen, calendermen's helpers, trimmers, wet-machine tenders, boilermen, cooks, etc. In the third are finishers, sorters, counters, washermen, drainermen, screenmen, joggers, pullers, wood pulp grinders, cutting-off men, sheet liners, plater girls, and the like.

Occupations of superintendence include superintendents, foremen, assistant foremen, tour bosses (those who in alternate weeks change from day to night work), and their assistants, and head men of various departments, rooms, machines, and processes.

As in other mills, there are carpenters, electricians, engineers, firemen, machinists, blacksmiths, millwrights, masons, painters, and steamfitters

to keep the buildings and machinery in repair, heat and light the mill, and keep the motive power going, and drivers or teamsters to convey materials and products. Helpers and boys do heavy work and errands.

These occupations also fall naturally into three groups:

(1) The skilled occupations, including blacksmiths, boilermakers, bricklayers, carpenters, electricians, engineers, machinists, millwrights, pipe fitters, etc.

(2) The semi-skilled occupations which include the helpers to a number of occupations shown above, and in addition oilers and wipers, etc.

(3) The unskilled occupations which include stationary firemen and laborers.

In the following description of occupations the main occupation name shown represents the term retained in the report and under which data as to wages and hours of labor are presented. The names shown in parenthesis represent the most important minor occupations included under the name used in this report as well as other terms used in various mills to indicate the same class of work. The occupations are arranged in alphabetical order.

A. PRODUCTIVE OCCUPATIONS.

BACKTENDERS.

(Including Second Hands, Machine Tenders' Helpers, Spare Machine Tenders.)

Second hands and machine tenders' helpers are the same as backtenders who help the machine tender. Spare machine tenders are generally extra men employed as "backtenders" who serve as machine tenders in the absence of regular men.

BEATERMEN.

(Including Head Beatermen, Beater Room Foremen, Head Beaters, Beating Engineers, Beater Engineers, Beaters, Paper Engineers.)

Have charge of the beating engines by which the fibers are torn apart and drawn out to their full extent.

BEATERMEN'S HELPERS.

(Including Beating Engineers' Helpers, Beater Engineers' Helpers, Beater Helpers, Paper Engineers' Helpers.)

Assist the beatermen in their duties.

BLEACHERMEN.

(Including Bleachers, Bleachers' Helpers, Bleach Boilermen, Bleach Dissolvers, Bleach Mixers, Bleach Foremen, Bleach Boiler Fillers, Bleach Tenders, Boiler Packers, Boilermen's Helpers, Cookers, Cookers' Helpers, Digestors, Fillers, Paper Soakers, Paper Stock Fillers, Rag Packers, Rotary Fillers, Assistant Rotary Fillers, Rotary Stock Men, Rotary Dumpers.)

Bleach dissolvers and bleach mixers prepare the bleaching liquid. Bleach foremen are in charge of operation of bleaching. Boiler fillers, boiler tenders, boiler packers, cookers, digestors, fillers, rag packers, and rotary fillers fill and tend the rotary boilers in which pulp material is being made. When rags are used they are pressed into the boiler and left to cook for some hours, often over night, without further attention. When wood chips are used the boilers are filled through chutes from the chip bins on the floor above the boilers. The tending of a rotary in which chips are cooking is an operation requiring constant attention. The object in both cases is to thoroughly digest the material as well as to remove all fatty and greasy substances and to dissolve all matter, such as starch and size, that may be present. Rotary stock men and rotary dumpers empty the rotary boilers when the contents are properly cooked or digested, and also shovel this cooked or digested stock into vehicles in which it is removed for further operation.

CALENDERMEN, HEAD.

(Including Boss Calendermen, Calender Overseers, Foremen Supercalendars.)

Head calendermen and their assistants have charge of a number of calenders, each consisting of several metal, paper, or cotton rollers arranged in a stack one above the other. This machine gives a smooth surface to high grade papers.

CALENDERMEN.

(Including Calenderers, Calender Runners, Stack Calenderers, Stack Runners, Sheet Calenderers, Supercalendermen, Calenderers and Cutters, Stack Men.)

Run the paper through the supercalenders to give it a finish. Put the rolls of paper on the winders and remove them when the paper is finished. They are sometimes called "runners" and their assistants "helpers".

CALENDERMEN'S HELPERS.

(Including Assistant Calendermen, Supercalendermen's Helpers, Sheet Calenderers' Helpers.)

Assist calender men who have charge of the stack of calenders.

CALENDER GIRLS.

(Including Calender Room Feeders, Calender Tenders.)

Tend sheet calender machine. Each sheet calender machine is tended by two calender boys or girls — a feeder who feeds the sheets one by one into the machine and another operative who removes the sheets; the two change places from time to time.

COUNTERS.

(Including Paper Counters, Assistant Counters, Counters' Helpers.)

After the sheets of paper have been calendered and sorted, the counters count them into reams by hand or machine.

CUTTERS, PAPER.

(Including Cutters and Tiers, Cutter Men, Slitters, Cutter Foremen, Cutter Assistant Foremen.)

Receive rolls of paper from the machine room and adjust them for cutting into sheets on the cutting machine which cuts the rolls of paper into the desired size, keep the cutters in working order, and load paper onto trucks as it comes from machine.

CUTTERS' HELPERS, PAPER.

(Including Cutter Girls, Cutter Boys.)

Receive sheets on tables as they come from the cutting machine, keep them in even piles for the counters, and take out the imperfect sheets.

DRAINERMEN.

(Including Stock Diggers, Stock Distributors, Stock Laborers, Stock Lifters, Stock Men, Half-stock Men, Pulp Diggers, Stock Lifters Foremen, Pulp Laborers.)

Dig the pulp out of the drainers where the stock has been allowed to drain after washing and bleaching. Keep the drainers in condition. Put half-stock (washed and bleached rags) into trucks, then carry it to the beating engines, into which it is thrown by the beatermen.

DUSTERMEN.

(Including Threshers, Threshermen, Rag Dusters, Feeders, Dust Sorters.)

Thresher men open the bales of rags and feed them into the thresher machine which separates the rags and beats out much of the loose dirt.

FILTERMEN.

(Including Filterers, Filter Plant Engineers, Filter Bed Employees, Filter Engineers.)

Clean the filters and keep the plant in condition. Filter engineers have charge of filter plants and keep them in good running condition.

FINISHERS, HEAD.

(Including Finishing Room Foremen, Boss Finishers, Assistant Foremen—Finishing Room, Superintendent Finisher.)

In charge of the finishing room.

FINISHERS.

(Including Roll Finishers.)

Wrap the paper and seal the packages; a roll finisher wraps news and other papers which are shipped in rolls or cases.

FINISHING DEPARTMENT EMPLOYEES (NOT ELSEWHERE SPECIFIED).

Including Box Tenders, Broke Boys, Broke Girls, Counters' Assistants, Crepe Machine Operators, Crepe Machine Helpers, Embossers, Finishers' Helpers, Pasting Foremen, Boss Pastors, Head Pastors, Pasting Machine Operators, Pastors' Helpers, Reversers, Ruling Machine Girls, Ruler Girls, Rulers' Helpers, Sample Girls, Sample Makers, Samplers, Sealers, Shaving Boys, Sorters' Helpers, Waste Paper Girls, Waterproofers, Waterproofers — Foremen.)

Miscellaneous employees in the finishing room.

FLAT SORTERS, HEAD.

(Including Boss Sorters, Sorter Foremen.)

Oversee the work of the sorters and inspect paper.

FLAT SORTERS.

(Including Sorters, Paper Sorters, Boss Sorters, Calender Sorters, Sorters and Counters, Sorters and Cutters, Analyzers, Sorters' Helpers.)

Carry paper from the finishing machines and cutters to the sorters, who sort the sheets after calendering and throw out all the imperfect ones.

FOREMEN (NOT SPECIFIED).

(Including Assistant Foremen, Pulp Mill Foremen, Night Overseers, Wood Mill Foremen, Night Foremen.)

Miscellaneous classes of foremen, in none of which were there enough employees to justify their being classed separately.

GRINDERS.

(Including Grindermen and Grinder Tenders.)

In the mechanical process a grinder grinds the blocks of wood with an upright millstone against the side of which they are pressed. This reduces the wood to a pulp which is carried away into a tank by water constantly running over the stones. The pulp thus formed is usually run through a wet machine and is shipped in thick sheets to a paper mill as raw paper stock.

HELPERS.

(Including General Helpers, Utility Men, Handy Men, Lumpers, Spare Helpers, All Round Helpers.)

Men who assist in various operations.

JOGGERS.

(Including Setters-up.)

Jar bunches of loft-dried sheets by striking their edges on a table so as to bring all the edges to the same level.

LOFT FOREMEN.

(Including Head Loftmen.)

Have charge of the paper as it comes from the paper machine, seeing that it is hung and dried, jogged, and piled for seasoning.

Paper intended to be loft-dried is cut by the paper machine immediately after sizing and while still wet. The sheets of wet sized paper are then hung squarely and evenly over poles in a loft by hangers or loftmen who work very rapidly and with great deftness. When the loft is filled, a draught of hot air is turned on or steam is admitted by pipes in the loft, and the temperature kept at 100° Fahrenheit for several days. This slow drying gives to the paper a texture which can not be obtained by a rapid process.

LOFTMEN.

(Including Pullers, Hangers, Loft Helpers, Dampeners, Bay Men.)

Hangers or loftmen hang sheets of wet sized paper which are to be loft-dried over poles in the loft.

Stick boys keep boxes full of sticks for festooning surface-coated paper on racks to dry.

Pullers or baymen remove the loft-dried paper from the poles when it is dry. During the process of drying they open the bunches of paper in order that the air may get between the sheets. Dampeners is another name sometimes used for hangers and pullers.

MACHINE TENDERS.

(Including Head Machine Tenders, Foremen Machine Tenders.)

Have charge of the entire paper-making machine which manufactures the fluid pulp into finished dry paper, or wet sized paper, if it is to be loft-dried.

OVERLOOKERS.

(Including Inspectors, Rag Overlookers, Head Sorters — Rag Room, Boss Overlookers, Overseers, Table Girls.)

Inspect work of rag sorters.

PLATERMEN.

(Including Head Platermen, Plater Bosses, Plater Foremen.)

Put the packets arranged by the platers between heavy rollers where they are rolled back and forth to give the paper a finish.

PLATERS.

(Including Plater Girls, Platers' Helpers.)

Arrange the sheets of paper to be plated into a book-like packet, the sheets of paper alternating with sheets of zinc, or with sheets of cloth, the finish of which is to be transferred to the paper; also undo the books and sort the paper after the finish is put on by the platermen.

PULP-MILL EMPLOYEES (NOT ELSEWHERE SPECIFIED).

(Including Acid Men, Barking Machine Tenders, Block Handlers, Blow Pit Men, Chippers, Cutting-off Men, Hog House Men, Knot Borers, Lime Burners, Pit Boys, Pressmen, Sawyers, Slab and Log Men, Splitters, Sulphur Burners, Wet Machine Tenders, Wire Straighteners, Wood Inspectors, Wood Preparers, Woodworkers.)

Miscellaneous occupations, in none of which were there enough employees to justify their being classed separately.

RAG CUTTERS.

(Including Rag Shredders, Cutters' Helpers, Head Cutters, Bench Workers.)

Men feed rags into machines equipped with revolving knives which cut them into small pieces.

RAG ROOM FOREMEN.

(Including Rag Room Boss, Rag Boss, Assistant Foremen — Rag Room.)

Men and women in charge of the rag room.

RAG ROOM EMPLOYEES (NOT ELSEWHERE SPECIFIED).

(Including Bale Openers, Basket Men, Dustermen's Helpers, Rag Boys, Rag Cutters' Helpers, Rag Distributors, Receiving Clerks' Helpers, Table Tenders, Waste Balers.)

Men who work in the rag room handling rags in different capacities, such as bringing rags from the stock house to the rag room, opening bales, putting rags in the duster or thresher, storing dusted rags in bins, distributing unsorted rags to the women rag sorters.

RAG SORTERS.

(Including Table Girls, Stock Sorters.)

Sort the rags according to quality and color, and, by drawing them over the scythe blades open up seams, remove all buttons, hooks, eyes, and other hard substances.

REEL BOYS.

(Including Reelers, Reeler Boys.)

Wind upon reels paper which has been dried on drying cylinders instead of being loft-dried — usually the cheaper grades of writing paper — and deliver reels when full of paper to cutting or trimming machines.

RULERS.

(Including Ruling Machine Operators, Ruling Machine Tenders, Boss Rulers.)

Operate machines which rule writing paper, ledger paper, etc.

SCREENMEN.

(Including Screen Boys, Head Screenmen's Helpers, Head Screenmen, Screenmen, Screen Tenders.)

Pulp: Put the wood through screens to remove any hard masses which have not been sufficiently disintegrated.

Paper: Remove coarse material which collects on the screen through which the pulp is drawn when taken from the beating engine.

SHAVING SORTERS.

(Including Broken Sorters, Old Paper Sorters, Paper Shavers, Shavers, Shaving Foremen, Shaving Helpers, Shaving Men, Shaving Soakers, Shaving Sorters, Shaving Tub Men, Shaving Tub Tenders, Waste Collectors, Waste Paper Girls.)

Men or women who take the paper cuttings or trimmings and put them to soak in a tub of hot water, sorting them as they put them in to eliminate dirty pieces and any other refuse, in preparation for utilization as raw material for making new paper.

SIZE MAKERS.

(Including Size Men, Size Grinders, Size Mixers, Clay Mixers.)

Make resin size by boiling resin in a soda ash solution, also make animal size by mixing the ingredients such as scraps of hide, hoofs, and horns, and boiling them in water.

THIRD HANDS.

Men who assist the machine tenders and back tenders or second hands. On the larger machines fourth hands are sometimes employed.

TRIMMERS.

(Including Knife Men.)

Trim off the uneven edges and cut the paper to the desired size on power paper cutters.

TRIMMERS' HELPERS.

(Including Assistant Trimmers.)

Assist the trimmers.

WASHERMEN.

(Including Washers, Head Washers, Tour Boss — Washer Room, Washer Engineers, Foremen — Washermen, Washing Machine Men.)

Have charge of the washing engine which washes and bleaches the rags.

WASHERMEN'S HELPERS.

(Including Washers' Helpers, Washer Engineers' Helpers.)

Assist the washermen.

WINDERS.

(Including Boss Winders, Winding Machine Tenders, Rewinders, Winders' Helpers.)

Operate machines on which paper rolls are wound or rewound.

PAPER MANUFACTURING DEPARTMENT EMPLOYEES (NOT ELSEWHERE SPECIFIED).

(Including Brush Machine Foremen, Color Makers, Color Mixers, Color Mixers' Helpers, Damp Men, Disk Rollers, Fourth Hands, Gluers, Kneaders, Linen Layers, Pastors, Pastors' Helpers, Pasting Machine Tenders, Pasting Machine Bosses, Reversers, Roll Pasting Machine Tenders, Sheet Liners, Sheet Pastors, Sprinklers.)

Miscellaneous occupations, in none of which were there enough employees to justify their being classified separately.

B. GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.**CLERKS.**

(Including Foremen Clerks, Inventory Clerks, Receiving Clerks, Shipping Clerks, Assistant Shipping Clerks, Stock Clerks, Time Keepers.)

Employed in the producing departments and not in the office.

LABELERS.

(Including Box Labelers, Paper Labelers, Label Girls, Stencillers.)

Paste on rolls or packages of paper a descriptive label or stamp them with a stamp.

LABORERS.

(Including Carriers, Lumpers.)

Men engaged in unskilled manual labor.

PACKERS.

(Including Tiers, Packers' Helpers, Bundlers, Assistant Packers, Boss Packers.)

Pack finished paper.

SEALERS.

(Including Sealers' Helpers.)

Wrap and seal the finished paper in reams or packages.

SHIPPERS.

(Including Head Shippers.)

Supervise the shipping of the finished product, do railroad routing, and are held generally responsible for the shipping of the goods.

SHIPPERS' HELPERS.

(Including Assistant Shippers.)

Assist the shippers.

TRUCKMEN.

(Including Truckmen's Helpers, Truckers.)

Carry boxes, rolls, and packages on hand trucks.

OTHER OCCUPATIONS (NOT ELSEWHERE SPECIFIED).

(Including Boys, Elevator Men, Errand Men, Press Feeders, Pressmen, Printers, Sweepers, Weighers.)

Miscellaneous occupations in none of which were there enough employees to justify their being classed separately.

C. POWER, MECHANICAL, AND YARD FORCE.**BOXMAKERS (WOODEN).**

(Including Case Makers, Craters, Boxmakers' Helpers, Case Makers' Helpers, Nailers, Frame Makers.)

Make wooden boxes, frames, or crates for packing some kinds of paper.

CARPENTERS.

Make woodworking repairs about the mills. In the smaller mills also serve as millwrights, installing and keeping in repair the woodwork in all parts of the buildings.

ENGINEERS.

(Including Assistant Engineers, Chief Engineers.)

In charge of the power plants.

ENGINEERS' HELPERS.

(Including Oilers, Water Tenders.)

Assist about the engine room.

FIREMEN.

(Including Head Firemen.)

Tend the fires in the power plant.

FIREMEN'S HELPERS.

(Including Coal Passers, Coal Heavers, Coal Shovelers, Coal Wheelers.)

Shovel coal into fires; deliver coal from cars and yards to firerooms.

MACHINISTS.

(Including Head Machinists.)

Keep the machines in repair.

MILLWRIGHTS.

(Including Master Mechanics, Assistant Master Mechanics, Head Millwrights, Head Repair Men.)

Generally carpenters or machinists who, by experience around mills, have become skilled in the work of keeping mills in repair. Often men

without any regular training as carpenters or iron workers who familiarize themselves with that class of work while working in the mill in some other capacity.

MILLWRIGHTS' HELPERS.

(Including Assistant Millwrights, Master Mechanics' Helpers, Repair Men.)

Assist the millwrights in repair work about the mills.

PAINTERS.

Generally a man skilled in the mixing and handling of paints who does whatever painting may be necessary on buildings or machinery.

PIPERS.

(Including Steamfitters, Assistant Steamfitters, Plumbers, Head Pipers.)

Fit pipes and other apparatus for the conveyance of water, steam, etc.

TEAMSTERS.

(Including Drivers.)

Convey materials and products to and from the mills and places of shipment.

WATCHMEN.

(Including Night Watchmen, Day Watchmen, and excluding Saturday Night Watchmen.)

Watch over buildings to protect them from fire, etc.

YARD FOREMEN.

(Including Outside Bosses, Assistant Yard Foremen, Head Yardmen, Loader Foremen.)

Men in charge of those who do the rough work of the mill, getting in stock, taking out cases, etc.

YARDMEN.

(Including Car Loaders, Freight Handlers, Freight Men, Loaders, Outside Men, Platform Men, Platform Men's Helpers, Stock Handlers, Stock Unloaders, Storehouse Helpers, Unloaders, Yard Helpers, Yard Laborers.)

Unload raw stock in bales from cars and store it in stock sheds; deliver stock to sorting and cutting rooms.

OTHER POWER, MECHANICAL, AND YARD OCCUPATIONS.

(Including Belt Men, Blacksmiths, Blacksmiths' Helpers, Carpenters' Helpers, Chauffeurs, Chauffeurs' Helpers, Core Cleaners, Coremakers (wood), Electricians, Electricians' Helpers, Electric Wiremen, Gate Keepers, Gate Tenders, Knife Grinders, Machinists' Helpers, Masons, Pattern Makers, Pipers' Helpers, Sawyers, Scythe Sharpeners, Steamfitters' Helpers, Storekeepers, Teamsters' Helpers, Water Gate Men.)

Miscellaneous occupations, in none of which were there enough employees to justify their being classified separately.

VII.

STATISTICS OF MANUFACTURES.

1. IMPORTANCE AND GROWTH OF THE PAPER AND WOOD PULP INDUSTRY.

Included in the classification "paper and wood pulp industry" are all those establishments which manufacture paper exclusively, pulp exclusively, or both paper and pulp, although the mills engaged in the production of paper alone largely predominate. This branch of the industry was developed and brought to its high standard of efficiency mainly in Massachusetts and for many years it has ranked among the principal manufacturing activities of the State. In 1869, 1879, and 1889, when the manufacture of paper and that of pulp were treated as separate industries, Massachusetts led all other States in the value of paper manufactured. Beginning with the census of 1899, however, the two branches were treated together and owing to the fact that the State produced comparatively little wood pulp it dropped to second place, where it has since remained. Of the aggregate value of the output of all paper and pulp mills in the United States, Massachusetts contributed 17.4 per cent in 1899, 17 per cent in 1904, and 15 per cent in 1909. The development of the industry in Massachusetts during the 10 years (1899-1909) is due mainly to the increase in the production of fine paper and book paper, the value of which formed about three-fourths of the total for the industry in 1909.

There were, in 1909, 31 States represented in the industry, New York being the most important, as measured by value of product, but ranking second in average number of wage-earners and in value added by manufacture. Massachusetts ranked second among the States in value of product, but was first in average number of wage-earners and in value added by manufacture. In the period 1899 to 1909, the number of wage-earners in the industry in Massachusetts increased 41.8 per cent (53.0 per cent in the United States), the value of product increased 81.1 per cent (110.2 per cent in the United States), the value added by manufacture increased 73.6 per cent (80.0 per cent in the United States), the amount paid in wages increased 66.1 per cent, the number of salaried employees increased 64.0 per cent, the amount paid in salaries increased 96.3 per cent and 59.3 per cent in capital invested.

Of the eight States which reported product valued at \$10,000,000 or over, Michigan showed the most rapid development in the industry during the period from 1899 to 1909, the number of wage-earners in that State increasing 114.8 per cent and the value of product 230.1 per cent. Still

higher percentages of increase were shown for West Virginia and Virginia, in which States, however, the industry was of less importance, even in 1909. In general, the States held the same or nearly the same rank with respect to value of product in 1909 as in 1904, and most of the States had the same, or practically the same rank in value added by manufacture in 1909 as in value of product.

The paper and wood pulp industry ranks fifth among the industries of Massachusetts in the value of product, fifth in the value added by manufacture, fifth in capital invested, seventh in the number of wage-earners employed, seventh in the amount paid in wages, and 19th in the number of establishments. The industry comprised 3.0 per cent of the value of goods manufactured in Massachusetts, 3.0 per cent of the value added by manufacture, 4.0 per cent of the capital invested, 3.0 per cent of the number of wage-earners employed, 2.2 per cent of the amount paid in wages, and 1.2 per cent of the number of establishments.

The following table shows the number of establishments, capital invested, value of manufactured product, value of stock and materials used, value added by manufacture, total amount of wages paid, average number of wage-earners, and the average yearly earnings for the paper and wood pulp industry in Massachusetts for the years 1907 to 1912 inclusive.

TABLE 26. — *Statistics of Manufactures — Paper and Wood Pulp Industry in Massachusetts, 1907-1912.*

CLASSIFICATION.	1912	1911	1910	1909	1908	1907
Number of establishments,	91	92	93	88	92	89
Capital invested,	\$47,595,413.00	\$46,080,733.00	\$43,213,739.00	\$42,523,682.00	\$38,986,844.00	\$37,967,312.00
Value of manufactured product,	\$47,228,049.00	\$44,951,237.00	\$43,020,325.00	\$40,096,713.00	\$32,087,321.00	\$42,707,680.00
Value of stock and materials used,	\$29,000,736.00	\$27,258,974.00	\$25,869,769.00	\$22,349,613.00	\$18,093,119.00	\$28,927,908.00
Value added by manufacture,	\$18,227,313.00	\$17,692,263.00	\$17,150,556.00	\$17,747,100.00	\$13,994,202.00	\$18,779,772.00
Total amount of wages paid,	\$7,791,973.00	\$7,169,660.00	\$6,871,253.00	\$6,541,636.00	\$5,569,998.00	\$6,735,401.00
Average number of wage-earners,	14,096	13,811	13,382	12,848	11,390	13,546
Average yearly earnings,	\$552.78	\$519.13	\$513.47	\$509.16	\$489.02	\$497.22

In comparing the statistics presented in the preceding table it should be borne in mind that the year 1907 was the year of normal prosperous condition before the financial depression, which marked the closing months of that year, began to have its distressing effect. The recovery of Massachusetts industries from the effect of the panic of October, 1907, was substantially completed by 1910.

The value added by manufacture is obtained by deducting the cost of

materials used from the gross product. In the paper and wood pulp industry the value added by manufacture in 1912 was \$18,227,313 or 38.6 per cent of the gross value. The percentages for previous years were 39.4 in 1911, 39.9 in 1910, 44.3 in 1909, 43.6 in 1908, and 44.0 in 1907.

2. PERSONS ENGAGED IN THE INDUSTRY.

The average number of persons engaged in the operation of paper and wood pulp mills in Massachusetts during 1909, the census year, was 13,742, of whom 12,848, or 93.5 per cent (90.7 per cent in "all industries"), were wage-earners, 292, or 2.1 per cent (3.7 per cent in "all industries"), were proprietors and officials, and 602, or 4.4 per cent (5.6 per cent in "all industries"), were clerks, this class including other subordinate salaried employees.

The average number of wage-earners distributed by sex and age is not shown for the individual States in the reports of the United States Bureau of the Census, but these reports do show such a distribution of the number employed on December 15, or the nearest representative day. Female wage-earners were reported as employed in 26 States, the largest number, 4,618, being reported for Massachusetts and the next largest number, 961, for Wisconsin. On December 15, 1909, 65.3 per cent of the total number of wage-earners employed in the paper and wood pulp industry in Massachusetts were males and 34.7 per cent were females. The number of wage-earners in this industry under 16 years of age employed in Massachusetts was 132, or practically one-half of the total for the entire United States.

With reference to the variation in employment by months in the industry in 1912, December was the month of maximum employment, while in 1911 the *average* number employed in this month was 0.6 per cent less than the average number (13,965) employed in the month of maximum employment (November). Data were also obtained from manufacturers showing the actual number of wage-earners in the paper and wood pulp industry on the 14th day of December, 1911 and 1912. The actual number of wage-earners employed on December 14, 1912 exceeded that of the corresponding date in 1911 by 446.

The annual reports on the Statistics of Manufactures, published by this Bureau, show the number of persons employed each month. The fluctuations in the monthly demand for workers show the discontinuous demand for labor and are valuable on this account; they do not show how many are unemployed during any month, as the workers may find employment in other lines.

The following table shows the fluctuations month by month for the six years 1907-1912.

TABLE 27. — *Percentage of the Maximum Number Employed in the Paper and Wood Pulp Mills of Massachusetts who were not so Employed During Each Month of the Years 1907-1912.*

NOTE. — The figures in italics show the months of minimum employment.

MONTHS.	PERCENTAGE UNEMPLOYED					
	1907	1908	1909	1910	1911	1912
January,	1.2	4.4	4.7	3.0	2.2	4.7
February,	—	3.5	3.8	2.2	0.8	3.7
March,	0.2	4.3	3.6	2.2	0.3	2.5
April,	0.4	6.2	4.2	1.6	0.5	2.9
May,	1.4	6.4	3.1	1.3	0.2	2.6
June,	1.1	7.7	3.0	1.3	1.1	0.2
July,	4.5	19.1	4.7	3.7	2.3	0.5
August,	5.3	9.2	3.4	4.8	2.6	2.4
September,	3.4	10.8	2.5	2.7	1.7	1.2
October,	1.9	4.0	1.2	2.1	1.0	0.1
November,	1.3	2.7	1.0	0.5	—	0.5
December,	7.9	—	—	—	0.6	—

Comparatively little fluctuation (not over five per cent in any one month) occurred throughout the year 1912 in the number of wage-earners employed, although there was an increase in the number of wage-earners from June to December, as compared with the first five months of the year. The average number of wage-earners employed each month for all industries in Massachusetts in 1912 varied from 590,336 to 632,739.

3. WEEKLY EARNINGS IN 1912

The average amount earned by all employees in the paper mills of Massachusetts in the pay-week ending nearest to October 1, 1912, was found by our inquiry into the actual earnings, as shown by the pay-rolls, to have been \$10.93, an average which corresponds very closely to the average yearly earnings (\$552.78) for the year 1912, published in our Annual Report on the Statistics of Manufactures for 1912 and computed by dividing the total amount paid in wages during the year by the average number of persons employed. The average yearly earnings of \$552.78, if divided by 52 weeks, gives average weekly earnings of \$10.63, and if divided by 50 weeks (allowing for two weeks' vacation) gives an average of \$11.06.

These averages, while useful in making certain comparisons, do not in themselves afford very much information regarding the individual earning capacity of men or women, and, in order that fuller information on this point may be available, the following table has been prepared, showing the percentage of employees receiving each classified amount (*Rates*) in the years 1897, 1907, 1908, 1910, 1911, and 1912, as published in our Annual

Reports on the Statistics of Manufactures and the number *earning* each classified amount in the pay-week ending nearest to October 1, 1912, as shown by the pay-rolls.

TABLE 28. — *Percentage of Employees whose Rates of Wages and Earnings were Less or More than Certain Specified Amounts in Specified Years.*

YEARS.	Total Number of Em- ployees	Under \$3	Under \$5	Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and Over	\$20 and Over	\$25 and Over
ates, 1897,	—	—	12.2	23.7	49.1	72.7	81.5	91.5	8.5	1.6	—
ates, 1907,	13,457	1.2	4.1	12.0	37.5	61.6	77.7	88.5	11.5	2.9	0.7
ates, 1908,	13,218	1.0	3.4	9.4	34.2	57.7	76.6	88.2	11.8	2.8	0.6
ates, 1910,	14,353	0.5	2.8	7.3	29.8	55.2	75.4	87.6	12.4	3.1	0.8
ates, 1911,	14,058	0.5	1.5	6.1	27.1	53.9	74.6	87.1	12.9	3.2	0.9
ates, 1912,	15,003	0.2	1.0	3.4	22.9	46.9	69.4	84.5	15.5	4.2	1.0
arnings, 1912, . . .	13,871	1.5	5.3	9.4	26.8	46.0	66.9	82.8	17.2	5.4	1.3
arnings, full time, 1912, .	7,622	—	0.2	1.0	17.7	39.3	66.2	82.8	17.2	4.6	1.1

4. ANNUAL EARNINGS.

The average weekly number of persons paid wages in the year 1912 was 14,096, and the aggregate amount of wages paid during the year was \$7,791,973, an amount which, if divided by the average weekly number employed, yields average annual earnings of \$552.78 per employee in the paper and wood pulp industry as compared with \$551.36 for "all industries."

On the same basis, the average annual earnings for the past six years would be as follows:

YEARS.	Paper and Wood Pulp Industry	All Industries
1907,	\$497.22	\$515.18
1908,	489.02	510.71
1909,	509.16	515.21
1910,	513.47	526.92
1911,	519.13	532.76
1912,	552.78	551.36

5. DAYS IN OPERATION.

The total number of working days, exclusive of Sundays and holidays, was 304 in 1911 and 306 in 1912. In "all industries" the establishments were run during 1912 for an average of 291.8 days as against 282.5 in 1911. Employment was, therefore, appreciably better in 1912, since there was a little over two weeks' (14.2 days) lost time as against nearly four weeks of

idleness (21.5 days) in the preceding 12 months. In the paper and wood pulp industry employment was not so good as in "all industries", the average running time in the paper and wood pulp industry being 275 in 1912, or over five weeks' (31 days) lost time, and 263.3, or nearly seven weeks' (40.7 days) lost time in 1911.

6. HOURS OF LABOR.

Nearly three-fourths (71.5 per cent) of the wage-earners employed in the paper and wood pulp industry in the United States in 1909 were in mills where the prevailing hours were 60 or more a week, as compared with 54.3 per cent of the wage-earners in Massachusetts. The largest group of employees was that made up of wage-earners in establishments where the prevailing hours were 60 a week both in Massachusetts and the United States. The second largest group was made up of those working between 54 and 60 hours in Massachusetts and 72 hours or over in the United States. The group working 60 hours a week was the most important in seven¹ of the 20 States for which figures were presented in the report of the Federal Bureau of the Census. In Connecticut, Delaware, Maryland, Minnesota, and Oregon, the commonest working time was more than 60 but less than 72 hours a week, while in Illinois, Indiana, New Jersey, New York, and North Carolina it was 72 hours and over. These figures are instructive in any consideration of the conditions which the Massachusetts mills must meet in competing with the mills of other States.

7. CHARACTER OF OWNERSHIP.

The corporate form of industrial organization was by far the most important in the paper and wood pulp industry. In 1912 in Massachusetts 84.7 per cent of the total product was turned out by corporations as compared with 80.8 per cent in all industries in the Commonwealth, 86.9 per cent in the paper mills in 1909, and 92.8 per cent in the paper industry in the United States in 1909. In 1912, 7.8 per cent of the product in Massachusetts paper mills was turned out by private firms and 7.5 per cent by individuals, as compared with 10.6 per cent and 7.9 per cent, respectively, for "all industries".

In 1909, of the total number of paper mills in the United States, 81.5 per cent were under corporate ownership, as compared with 77.1 per cent in 1904. In 1909 the value of product of these establishments represented 92.8 per cent of the total and in 1904, 89.9 per cent. There were 1,912

¹ Massachusetts, Michigan, Ohio, Pennsylvania, Virginia, West Virginia, and Wisconsin.

wage-earners, or 2.5 per cent of the total, employed in establishments under individual ownership; 3,524, or 4.6 per cent, in those under firm ownership; and 70,542, or 92.9 per cent, in those owned by corporations (including those under "other" ownership).

8. LOCATION OF ESTABLISHMENTS.

The following table shows the extent to which the paper and wood pulp mills included in this Bureau's inquiry into earnings and hours were located in the smaller sized cities and towns.

TABLE 29. — *Percentage of Establishments, Wage-Earners, Value of Product, and Value Added by Manufacture in Cities and Towns of Specified Population.*

POPULATION.	Establish-ments	Wage-Earners	Value of Product	Value Added by Manu-facture
The State.	100.0	100.0	100.0	100.0
Less than 3,000,	21.5	11.5	10.9	10.1
3,000-5,000,	30.2	17.2	18.7	21.5
5,000-10,000,	9.5	12.3	10.5	12.1
10,000-20,000,	7.1	5.9	4.0	4.1
20,000-50,000,	9.5	13.1	20.2	17.0
50,000-75,000,	26.2	33.4	29.4	30.2
75,000 and over,	6.0	6.6	6.3	6.0

Holyoke is the center of the paper industry in this Commonwealth and also the leading city in the United States in the manufacture of fine paper. The value of products of the Holyoke paper and pulp mills in 1912 was \$13,706,646, which represented 29.0 per cent of the total value of products reported for the paper and wood pulp industry of Massachusetts.

9. CLASSIFICATION OF PAPER MILLS BY VALUE OF PRODUCT.

In 1909, of the 88 establishments in the paper and wood pulp industry in Massachusetts, four, or 4.5 per cent, had a value of product of \$1,000,000 and over, as compared with 6.4 per cent of all the paper mills in the United States and 2.5 per cent of the establishments in "all industries" in Massachusetts. These establishments manufacturing paper and pulp in Massachusetts, however, employed an average of 2,072 wage-earners, or 16.1 per cent of the total number in all establishments, and reported 23.2 per cent of the total value of product and 24.4 per cent of the total value added by manufacture. The great bulk of the manufacturing was done in establishments having product valued at \$100,000 and less than \$1,000,000.

During the five years from 1904 to 1909 there was a considerable increase (as measured by value of product) in the relative importance of

the largest establishments — those reporting product of not less than \$1,000,000 in value — from 17.7 per cent in 1904 to 24.4 per cent in 1909, and a decrease in that of all other classes. The average value of product per establishment increased from \$367,954 in 1904 to \$455,647 in 1909, or 23.8 per cent (\$247,983 to \$344,475 or 38.9 per cent, in the United States), and the average value added by manufacture increased from \$161,666 to \$201,670, or 24.7 per cent (\$101,792 to \$131,550, or 29.2 per cent, in the United States). The average amount paid in wages per establishment showed an increase from \$64,230 in 1904 to \$74,341 in 1909, or 15.7 per cent (\$42,075 to \$52,516 in the United States, or 24.8 per cent). The average amount paid in salaries per establishment showed an increase from \$13,621 in 1904 to \$19,205 in 1909, or 41.0 per cent (\$8,012 to \$12,239 in the United States, or 52.8 per cent). The average number of wage-earners per establishment showed an increase from 134 in 1904 to 146 in 1909, or 9.0 per cent (86.7 to 97.8, or 12.8 per cent in the United States).

10. CLASSIFICATION OF ESTABLISHMENTS BY NUMBER OF WAGE-EARNERS.

In some respects, and especially from the standpoint of conditions under which persons engaged in manufactures work, the best classification of establishments to bring out the feature of size is a classification according to the number of wage-earners employed.

Of the 88 establishments reported in 1909, two employed from one to five wage-earners each, 12 from six to 20, 12 from 21 to 50, 11 from 51 to 100, 37 from 101 to 250, 12 from 251 to 500, and two from 501 to 1,000.

Of the total number of wage-earners in the paper and wood pulp industry of Massachusetts, 88.9 per cent were in establishments employing over 100 wage-earners (73.7 in the United States). The single group having the largest number of wage-earners in both Massachusetts and the United States was the group comprising the establishments employing from 101 to 250 wage-earners. This group employed 6,379 wage-earners in Massachusetts or 49.6 per cent of the total, and in the United States the same group employed 27,473 wage-earners or 36.2 per cent of the total.

11. EXPENSES.

The census figures representing expenses do not purport to show the total cost of manufacture since they take no account of interest or depreciation, hence they can not properly be used for determining profits. Facts of interest can be brought out, however, concerning the relative

importance of the different classes of expenses which were reported. The following table shows for 1909, in percentages, the distribution of expenses among the classes indicated for "all industries" and for the paper and wood pulp industry.

TABLE 30. — *Percentage Distribution of Expenses in "All Industries" in Massachusetts and in the Paper and Wood Pulp Industry in Massachusetts and Certain Other States.*

STATES.	PERCENTAGES OF TOTAL EXPENSES REPORTED			
	Salaries	Wages	Materials	Miscellaneous Expenses
All Industries.				
Massachusetts,	4.8	22.8	62.9	9.5
Paper and Pulp Mills.				
Massachusetts,	7.9	18.9	64.4	11.8
United States,	4.0	17.2	69.7	9.1
New York,	3.3	15.4	72.6	8.7
Maine,	3.5	18.0	70.0	8.5
Wisconsin,	3.2	17.1	73.4	6.3
Pennsylvania,	4.7	18.9	65.1	11.3
Ohio,	3.8	15.6	70.3	10.3
New Hampshire,	3.8	16.4	71.9	7.9
Michigan,	3.4	17.2	72.7	6.7
New Jersey,	5.5	16.8	67.9	8.8
Connecticut,	6.9	18.1	65.0	10.0
Virginia,	5.2	13.9	72.3	8.6
West Virginia,	3.9	19.4	68.1	8.6

12. ENGINES, POWER, AND FUEL.

The total amount of primary power used in the paper and wood pulp industry increased from 104,954 horse power in 1904 to 115,792 in 1909, or 10.3 per cent (19.3 in the United States). Although water wheels still supply the greater part of the power used in the manufacture of paper and wood pulp in the United States, such power is now of secondary importance to steam engines in Massachusetts and is even represented by a smaller proportion of the total primary power in the United States in 1909 than in 1904. Some part of the decrease is due to the increase in rented electric power, much of which represents water power transformed into electrical energy. There was also an increase in the relative importance of both steam engines and electric motors used for distributing power by means of current generated in the establishment.

13. FUEL CONSUMED.

Owing to the extensive use of water power in the paper and wood pulp industry, less fuel is consumed in generating power than would otherwise be required. Bituminous coal was the principal class of fuel used, 465,347

tons being used in Massachusetts in 1909. The largest amount was reported by New York (872,378 tons), this State also using the largest amount of anthracite coal (173,387 tons) — Massachusetts, 69,131 tons.

14. MATERIALS USED IN MANUFACTURE.

Of the 88 mills in the State engaged in this industry in 1909, 83 manufactured paper only, four made both paper and pulp, and one produced pulp only. The following table gives the quantity and cost of the materials used in the industry in Massachusetts during 1909, 1904, and 1899, and in the United States during 1909.

TABLE 31. — *Materials Used in Manufacture of Paper in Massachusetts in 1899, 1904, and 1909, in the United States in 1909, and Percentage of Materials Used in the United States in 1909 which were used in Massachusetts.*

MATERIALS.	MASSACHUSETTS			UNITED STATES	Percentage of Materials used in Massachusetts to Materials used in United States — 1909
	1899	1904	1909	1909	
Total Cost.	\$22,349,613	\$17,946,736	\$11,918,902	\$165,442,341	13.5
Pulp wood,	\$357,888	\$338,044	\$245,657	\$33,772,475	1.1
Wood pulp, purchased: —					
Total tons,	143,905	120,937	85,304	1,241,914	11.6
Total cost,	\$6,762,838	\$5,048,371	\$3,278,706	\$43,861,357	15.4
Ground: —					
Tons,	12,191	14,980	21,038	452,849	2.7
Cost,	\$277,421	\$302,997	\$400,299	\$9,487,508	2.9
Soda fiber: —					
Tons,	38,434	39,991	25,493	154,626	24.9
Cost,	\$1,731,456	\$1,712,642	\$1,069,036	\$6,862,864	25.2
Sulphite fiber: —					
Tons,	91,103	63,313	36,912	626,029	14.6
Cost,	\$4,654,074	\$2,908,553	\$1,709,804	\$27,184,726	17.1
Other chemical fiber: —					
Tons,	2,177	2,653	1,861	8,410	25.9
Cost,	\$99,887	\$124,179	\$99,566	\$326,259	30.6
Rags, including cotton and flax waste and sweepings: —					
Tons,	93,558	99,468	86,715	357,470	26.2
Cost,	\$4,859,936	\$4,837,815	\$3,306,599	\$10,721,559	45.3
Old and waste paper: —					
Tons,	106,216	60,424	42,866	983,882	10.8
Cost,	\$1,861,709	\$1,009,927	\$815,272	\$13,691,120	13.6
Manila stock, including jute bagging, rope, waste, threads, etc.: —					
Tons,	17,515	14,339	10,955	117,080	15.0
Cost,	\$660,065	\$437,761	\$236,238	\$3,560,033	18.5
Fuel and rent of power,	\$2,331,897	\$1,815,681	\$1,254,211	\$18,320,266	12.7
All other materials,	\$5,515,280	\$4,459,127	\$2,782,120	\$41,515,531	13.3

Although wood pulp purchased formed a larger proportion of the total tonnage reported than any other kind of material used, there has been a decided increase during each five-year period in the consumption of old and waste paper and manila stock. These, together with rags, including cotton and flax waste and sweepings, represent a very large proportion of

the weight of all materials used. The tonnage of rags reported in 1909 was greater than in 1899 but less than in 1904, when 33.8 per cent of the total quantity of rags used in the paper mills of the United States was reported from Massachusetts. In 1909, 26.2 per cent of the rags consumed in the industry throughout the country, 15 per cent of the manila stock, and 10.8 per cent of the old and waste paper were used by the mills of this Commonwealth. The large amounts shown for "all other materials" includes the cost of such items as chemicals, sizing, clay, fuel, rent of power, freight, and mill supplies.

15. PRODUCTS OF PAPER MILLS.

The following statement shows the quantity and value of the various products reported for Massachusetts for the last three census years and for the United States for 1909.

TABLE 32. — *Products of Massachusetts Paper Mills in 1899, 1904, and 1909, of United States Paper Mills in 1909, and Percentage of Product of United States Mills made in Massachusetts Mills.*

PRODUCTS.	MASSACHUSETTS			UNITED STATES	Percentage of Massachusetts Product to Entire Product of United States, 1909
	1909	1904	1899	1909	
Total Value.	\$40,096,713	\$22,012,247	\$22,141,461	\$267,656,964	15.0
Book, cover, plate, and coated paper: —					
Tons,	125,269	100,004	55,465	694,905	18.0
Value,	\$10,500,994	\$8,079,720	\$4,495,334	\$54,798,840	19.2
Writing and other fine paper: —					
Tons,	89,595	80,775	68,055	198,213	45.2
Value,	\$17,438,568	\$14,971,411	\$11,298,628	\$29,076,638	60.0
Wrapping paper: —					
Tons,	16,362	16,150	22,238	763,067	2.1
Value,	\$1,900,385	\$1,417,915	\$1,441,291	\$42,220,391	4.5
Boards: —					
Tons,	53,233	27,020	17,238	831,639	6.4
Value,	\$2,065,865	\$1,338,346	\$954,111	\$26,145,584	8.0
Building, roofing, sheathing, and asbestos paper: —					
Tons,	14,602	7,153	14,372	225,824	6.5
Value,	\$1,870,079	\$917,682	\$615,038	\$9,251,368	20.2
All other products,	\$6,320,822	\$5,287,173	\$3,337,059	\$106,164,143	6.0

Book paper and fine paper are the principal products of the Massachusetts paper mills. In 1909 Massachusetts contributed 18 per cent of the total quantity of book paper and 45.2 per cent of the total amount of writing and other fine paper produced in the United States. The corresponding proportions for fine paper in 1904 and 1899 were 55 per cent and 60.4 per cent, respectively. The production of wrapping paper decreased

between 1899 and 1904, while that of boards increased steadily during the decade and the value of building, roofing, sheathing, and asbestos paper more than trebled.

16. EQUIPMENT.

The number and capacity of the paper machines, the number of digestors and grinders, and the total yearly capacity of the Massachusetts mills in pulp and in paper for 1909, 1904, and 1899 are shown in the following statement.

TABLE 33. — *Equipment used in Massachusetts Paper Mills in 1899, 1904, and 1909.*

CLASSES OF EQUIPMENT.	1909	1904	1899
Paper machines: —			
Fourdrinier, number,	150	157	152
Capacity, tons, 24 hours,	920	862	1-
Cylinder, number,	65	44	50
Capacity, tons, 24 hours,	454	264	1-
Digestors, number,	17	17	21
Grinders, number,	11	18	42
Yearly capacity of mills, tons of pulp,	24,401	31,110	31,920
Yearly capacity of mills, tons of paper,	410,536	331,680	283,576

¹ Not reported.

In general, the capacity for the production of pulp decreased during the decade from 1899 to 1909 considered as a whole, while the total equipment and capacity for the production of paper increased.

VIII.
DETAILED TABLES.

TABLE A. — ACTUAL WEEKLY EARNINGS.

TABLE B. — ACTUAL HOURLY EARNINGS.

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY
WORKED IN A REPRESENTATIVE WEEK.

TABLE A. — ACTUAL WEEKLY EARNINGS.

Both Sexes.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
ALL OCCUPATIONS.	13,871	\$16.93	737	563	2,416	2,667	2,893	2,295	1,636	568	187
Full time,	7,522	11.36	14	61	1,276	1,641	2,055	1,265	959	299	82
Overtime,	2,302	16.24	—	—	34	87	493	753	546	284	105
Undertime,	2,919	7.58	608	403	727	610	274	169	114	14	—
Time not reported,	1,028	7.65	115	98	379	329	71	18	17	1	—
Time-workers,	7,763	10.68	438	295	1,554	1,572	1,389	1,295	814	278	128
Full time,	1,254	12.89	37	8	36	193	352	315	195	98	20
Two-shift workers,	2,332	12.99	40	13	65	384	1,010	530	577	177	36
Undertime,	2,022	7.81	232	246	761	518	142	65	50	15	3

Males.

ALL OCCUPATIONS.	9,331	\$12.86	192	67	275	1,512	2,743	2,161	1,626	568	187
Under 16 years,	75	6.96	9	4	41	18	1	2	—	—	—
16 years and over,	9,256	12.91	183	63	234	1,494	2,742	2,159	1,626	568	187
Full time,	5,626	12.77	—	2	63	982	2,019	1,255	954	269	82
Overtime,	2,264	15.37	—	—	9	74	493	753	546	284	105
Undertime,	1,411	9.16	192	65	203	455	227	143	112	14	—
Time not reported,	30	15.25	—	—	—	1	4	10	14	1	—
Time-workers,	5,144	12.78	114	45	173	933	1,374	1,286	813	278	128
Full time,	2,943	12.54	—	2	63	623	886	781	417	102	69
Overtime,	1,333	—	—	—	2	47	319	400	338	168	59
Undertime,	868	—	114	43	108	263	169	105	68	8	—
Two-shift workers,	1,254	12.89	37	8	36	193	352	315	195	98	20
Full time,	842	13.13	—	—	—	140	280	208	135	70	9
Overtime,	260	—	—	—	7	21	56	91	49	25	11
Undertime,	152	—	37	8	29	32	16	16	11	3	—
Three-shift workers,	2,539	12.99	40	13	65	384	1,010	530	577	177	36
Full time,	1,795	12.87	—	—	—	218	851	251	384	88	3
Overtime,	560	—	—	—	—	6	118	259	155	89	33
Undertime,	377	—	40	13	65	160	41	20	38	—	—
Piece-workers,	101	16.21	1	1	1	2	7	30	41	15	3
Full time,	46	16.76	—	—	—	1	2	15	18	9	1
Overtime,	11	—	—	—	—	—	—	3	4	2	2
Undertime,	14	—	1	1	1	—	1	2	5	3	—
Time not reported,	30	15.25	—	—	—	1	4	10	14	1	—
PRODUCTIVE OCCUPATIONS.	6,566	12.43	138	47	221	1,114	2,140	1,563	906	340	97
16 Years of Age and Over.	6,509	12.48	130	44	186	1,103	2,140	1,563	906	340	97
Full time,	4,159	12.63	—	1	16	724	1,643	936	571	219	44
Overtime,	1,325	14.56	—	—	9	49	331	521	249	113	53
Undertime,	1,000	9.06	130	43	161	329	158	98	74	7	—
Time not reported,	25	15.46	—	—	—	1	3	8	12	1	—
Time-workers,	2,918	12.13	64	25	95	552	866	837	553	20	46
Full time,	1,517	12.43	—	1	16	372	584	547	206	57	34
Overtime,	876	—	—	—	2	24	167	220	119	32	12
Undertime,	525	—	64	24	77	156	105	70	28	1	—
Two-shift workers,	1,106	12.70	34	8	31	186	329	263	153	86	16
Full time,	755	12.97	—	—	—	139	261	171	113	65	6
Overtime,	216	—	—	—	7	21	63	77	30	18	10
Undertime,	135	—	34	8	24	26	15	15	10	3	—
Three-shift workers,	2,409	12.66	38	11	60	364	951	444	366	149	32
Full time,	1,555	12.58	—	—	—	213	803	210	238	88	3
Overtime,	523	—	—	—	—	4	111	222	96	61	29
Undertime,	331	—	32	11	60	147	37	12	32	—	—

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —									
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over	
PRODUCTIVE OCCUPATIONS — Con.												
Piece-workers,	76	\$17.23	—	—	—	1	4	19	34	15	3	—
Full time,	32	18.02	—	—	—	—	—	8	14	9	1	—
Overtime,	10	—	—	—	—	—	—	2	4	2	2	—
Undertime,	9	—	—	—	—	—	1	1	4	2	—	—
Time not reported,	25	15.46	—	—	—	1	3	8	12	1	—	—
Backtenders.	521	11.34	7	5	10	32	219	306	36	2	—	—
Full time,	317	11.58	—	—	—	6	193	115	3	—	—	—
Overtime,	186	14.07	—	—	1	—	12	86	35	2	—	—
Undertime,	68	8.63	7	5	9	26	14	7	—	—	—	—
Time-workers,	32	10.74	1	2	2	4	11	10	2	—	—	—
Two-shift workers,	144	12.72	2	—	1	3	33	93	11	1	—	—
Three-shift workers,	345	11.58	4	3	7	25	175	105	25	1	—	—
Beatermen.	536	14.26	4	—	3	69	92	134	173	48	8	—
Full time,	356	14.77	—	—	—	55	40	83	139	37	2	—
Overtime,	105	15.10	—	—	—	—	37	34	17	11	6	—
Undertime,	75	11.37	4	—	8	14	15	17	17	—	—	—
Time-workers,	58	14.44	—	—	—	2	10	23	19	2	2	—
Two-shift workers,	206	13.25	3	—	5	61	39	22	57	18	1	—
Three-shift workers,	272	15.19	1	—	3	6	43	80	97	28	5	—
Beatermen's Helpers.	735	10.31	20	9	22	148	445	66	4	1	—	—
Full time,	555	10.55	—	—	—	100	429	26	—	—	—	—
Overtime,	81	12.47	—	—	—	4	32	40	4	1	—	—
Undertime,	99	7.14	20	9	22	44	4	—	—	—	—	—
Time-workers,	9	11.40	—	—	—	2	5	2	—	—	—	—
Two-shift workers,	211	10.26	8	4	2	48	122	27	—	—	—	—
Three-shift workers,	515	10.31	12	5	20	98	338	37	4	1	—	—
Bleacheremen.	210	10.67	5	1	10	53	93	36	7	—	—	—
Full time,	118	10.63	—	—	1	34	74	9	—	—	—	—
Overtime,	54	12.54	—	—	—	3	19	27	5	—	—	—
Undertime,	35	7.65	5	1	9	15	5	—	—	—	—	—
Time not reported,	3	13.53	—	—	—	1	—	—	2	—	—	—
Time-workers,	144	10.66	—	1	4	39	78	20	2	—	—	—
Two-shift workers,	38	10.12	4	—	6	6	14	6	2	—	—	—
Three-shift workers,	24	11.09	1	—	—	7	6	9	1	—	—	—
Piece-workers,	4	13.46	—	—	—	1	—	1	2	—	—	—
Calendermen, Head.	20	18.17	—	—	—	—	—	4	10	5	1	—
Full time,	19	18.29	—	—	—	—	—	4	9	5	1	—
Overtime,	1	15.89	—	—	—	—	—	—	1	—	—	—
Time-workers,	16	17.92	—	—	—	—	—	4	7	4	1	—
Two-shift workers,	2	18.15	—	—	—	—	—	—	2	—	—	—
Three-shift workers,	2	20.25	—	—	—	—	—	—	1	1	—	—
Calendermen.	224	12.36	7	3	4	23	61	73	44	7	2	—
Full time,	133	12.71	—	—	—	17	47	49	17	3	—	—
Overtime,	58	15.73	—	—	—	—	8	18	26	4	2	—
Undertime,	33	8.39	7	3	4	6	6	6	1	—	—	—
Time-workers,	99	13.99	5	2	1	6	12	33	31	7	2	—
Two-shift workers,	11	11.30	—	—	—	—	2	3	—	—	—	—
Three-shift workers,	114	12.02	1	1	3	17	47	32	13	—	—	—
Calendermen's Helpers.	172	10.03	6	3	9	74	52	26	2	—	—	—
Full time,	98	10.40	—	—	—	50	35	13	—	—	—	—
Overtime,	35	12.01	—	—	—	3	17	13	2	—	—	—
Undertime,	39	7.32	6	3	9	21	—	—	—	—	—	—
Time-workers,	91	10.37	4	1	3	29	31	22	1	—	—	—
Two-shift workers,	21	8.30	2	1	4	11	1	2	—	—	—	—
Three-shift workers,	60	10.11	—	1	2	34	20	2	1	—	—	—

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK—								
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
Counters.	59	\$13.18	-	-	1	2	8	38	6	4	-
Full time,	37	13.55	-	-	-	1	1	29	2	4	-
Overtime,	11	12.93	-	-	-	-	1	9	1	-	-
Undertime,	8	10.28	-	-	1	1	6	-	-	-	-
Time not reported, . . .	3	17.25	-	-	-	-	-	-	3	-	-
Time-workers,	52	12.30	-	-	1	2	8	38	3	-	-
Piece-workers,	7	19.71	-	-	-	-	-	-	3	4	-
Cutters, Paper.	79	11.08	3	-	1	29	19	20	7	-	-
Full time,	34	11.66	-	-	-	13	7	10	4	-	-
Overtime,	17	13.57	-	-	-	-	5	9	3	-	-
Undertime,	28	8.87	3	-	1	16	7	1	-	-	-
Time-workers,	43	11.65	3	-	-	9	11	13	7	-	-
Three-shift workers, . . .	36	10.40	-	-	1	20	8	7	-	-	-
Cutters' Helpers, Paper.	149	9.01	14	3	14	67	37	13	1	-	-
Full time,	76	10.13	-	-	-	41	25	10	-	-	-
Overtime,	31	10.27	-	-	5	11	11	3	1	-	-
Undertime,	42	6.08	14	3	9	15	1	-	-	-	-
Time-workers,	129	9.38	8	2	7	63	35	13	1	-	-
Two-shift workers,	20	6.68	6	1	7	4	2	-	-	-	-
Drainermen.	199	10.74	2	1	3	48	106	37	2	-	-
Full time,	124	10.81	-	-	-	19	94	11	-	-	-
Overtime,	38	12.76	-	-	-	-	10	26	2	-	-
Undertime,	37	8.43	2	1	3	29	2	-	-	-	-
Time-workers,	69	11.06	-	-	-	19	31	19	-	-	-
Two-shift workers,	26	11.27	1	1	-	1	14	7	2	-	-
Three-shift workers, . . .	104	10.40	1	-	3	28	61	11	-	-	-
Dustermen.	94	9.38	-	-	3	60	29	2	-	-	-
Full time,	63	10.00	-	-	-	48	15	-	-	-	-
Overtime,	16	10.83	-	-	-	1	13	2	-	-	-
Undertime,	15	8.37	-	-	3	11	1	-	-	-	-
Time-workers,	94	9.88	-	-	3	60	29	2	-	-	-
Filtermen.	63	11.51	3	-	-	2	34	18	6	-	-
Full time,	36	10.79	-	-	-	2	29	5	-	-	-
Overtime,	22	13.91	-	-	-	-	3	13	6	-	-
Undertime,	5	6.12	3	-	-	-	2	-	-	-	-
Time-workers,	50	11.31	3	-	-	-	31	12	4	-	-
Two-shift workers,	5	10.59	-	-	-	2	3	-	-	-	-
Three-shift workers, . . .	8	13.33	-	-	-	-	-	6	2	-	-
Finishers, Head.	77	20.84	-	-	-	-	1	7	38	19	14
Full time,	67	21.07	-	-	-	-	-	5	33	17	12
Overtime,	8	21.06	-	-	-	-	-	1	3	2	2
Undertime,	2	12.38	-	-	-	-	1	1	-	-	-
Time-workers,	75	20.87	-	-	-	-	1	7	34	19	14
Two-shift workers,	2	19.82	-	-	-	-	-	-	2	-	-
Finishers.	211	12.15	2	1	3	14	65	102	22	2	-
Full time,	146	12.26	-	-	2	6	47	77	13	1	-
Overtime,	46	12.83	-	-	-	4	9	24	8	1	-
Undertime,	19	9.56	2	1	1	4	9	1	1	-	-
Time-workers,	171	12.07	1	1	3	9	58	80	18	1	-
Two-shift workers,	29	12.17	1	-	-	5	2	18	3	-	-
Three-shift workers, . . .	7	11.36	-	-	-	-	5	2	-	-	-
Piece-workers,	4	17.09	-	-	-	-	-	2	1	1	-

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
Finishing Department Employees, n. e. s.	137	\$11.27	2	4	10	25	48	25	10	3	-
Full time,	71	11.09	-	-	7	13	29	18	4	-	-
Overtime,	37	12.98	-	-	1	3	17	8	5	3	-
Undertime,	29	9.55	2	4	2	9	2	9	1	-	-
Time-workers,	109	11.00	2	4	10	23	36	24	7	3	-
Two-shift workers,	22	12.16	-	-	-	2	9	9	2	-	-
Three-shift workers,	6	12.96	-	-	-	-	3	2	1	-	-
Flat Sorters, Head.	38	13.43	-	-	-	1	5	26	5	1	-
Full time,	34	13.35	-	-	-	-	3	26	5	-	-
Overtime,	1	23.80	-	-	-	-	-	-	-	1	-
Undertime,	3	10.92	-	-	-	1	2	-	-	-	-
Time-workers,	38	13.43	-	-	-	1	5	26	5	1	-
Flat Sorters.	51	9.35	6	1	1	24	12	6	1	-	-
Full time,	33	10.24	-	-	-	18	11	4	-	-	-
Overtime,	3	14.17	-	-	-	-	-	2	1	-	-
Undertime,	15	6.45	6	1	1	6	1	-	-	-	-
Time-workers,	51	9.35	6	1	1	24	12	6	1	-	-
Foremen.	47	22.73	-	-	-	-	-	4	12	14	17
Full time,	37	23.31	-	-	-	-	-	1	10	12	14
Overtime,	6	25.06	-	-	-	-	-	-	1	2	3
Undertime,	4	14.43	-	-	-	-	-	3	1	-	-
Time-workers,	43	22.50	-	-	-	-	-	4	12	12	15
Two-shift workers,	4	25.80	-	-	-	-	-	-	-	2	2
Grinders.	42	11.75	-	-	-	6	24	7	5	-	-
Full time,	28	10.95	-	-	-	3	22	3	-	-	-
Overtime,	11	14.40	-	-	-	-	2	4	5	-	-
Undertime,	3	9.48	-	-	-	3	-	-	-	-	-
Time-workers,	11	13.76	-	-	-	-	3	4	4	-	-
Two-shift workers,	2	13.50	-	-	-	-	-	2	-	-	-
Three-shift workers,	29	10.87	-	-	-	6	21	1	1	-	-
Helpers, n. e. s.	100	10.00	4	3	8	43	70	25	6	-	-
Full time,	106	10.59	-	-	2	32	54	17	1	-	-
Overtime,	33	12.60	-	-	-	3	14	16	5	-	-
Undertime,	25	7.59	4	3	6	8	2	2	-	-	-
Time-workers,	139	10.42	3	3	8	37	58	26	4	-	-
Two-shift workers,	25	10.85	1	-	-	6	12	6	-	-	-
Three-shift workers,	2	13.00	-	-	-	-	-	2	-	-	-
Piece-workers,	3	15.46	-	-	-	-	-	1	2	-	-
Jiggers.	33	11.77	2	-	1	12	26	37	5	-	-
Full time,	56	12.44	-	-	-	3	21	29	4	-	-
Overtime,	5	11.76	-	-	-	-	2	3	-	-	-
Undertime,	19	9.35	2	-	1	10	3	2	1	-	-
Time not reported,	3	14.59	-	-	-	-	-	3	-	-	-
Time-workers,	74	11.37	2	-	1	12	26	30	3	-	-
Piece-workers,	9	15.04	-	-	-	-	-	7	2	-	-
Loft Foremen.	36	15.79	-	-	-	1	-	8	26	-	1
Full time,	21	15.92	-	-	-	-	-	5	15	-	1
Overtime,	11	16.35	-	-	-	-	-	2	9	-	-
Undertime,	4	13.60	-	-	-	1	-	1	2	-	-
Time-workers,	34	15.45	-	-	-	1	-	8	25	-	-
Three-shift workers,	1	16.50	-	-	-	-	-	-	1	-	-
Piece-workers,	1	26.81	-	-	-	-	-	-	-	-	1

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK—								
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
Loftmen.	298	\$11.59	3	-	10	30	63	175	17	-	-
Full time,	187	11.70	-	-	1	17	31	131	7	-	-
Overtime,	54	13.80	-	-	-	-	7	37	10	-	-
Undertime,	57	9.11	3	-	9	13	25	7	-	-	-
Time-workers,	255	11.34	3	-	10	30	53	150	9	-	-
Two-shift workers,	15	12.03	-	-	-	-	4	11	-	-	-
Three-shift workers,	22	12.15	-	-	-	-	6	13	3	-	-
Piece-workers,	6	16.14	-	-	-	-	-	1	5	-	-
Machine Tenders.	543	19.25	3	2	3	10	17	29	254	199	45
Full time,	331	19.20	-	-	-	1	8	6	183	124	9
Overtime,	149	22.19	-	-	-	-	2	8	32	71	36
Undertime,	82	14.12	3	2	3	9	7	15	89	4	6
Time-workers,	53	18.03	-	1	1	2	7	5	13	18	6
Two-shift workers,	147	19.84	-	1	1	-	1	6	61	65	12
Three-shift workers,	300	19.21	3	-	1	8	9	18	178	116	27
Piece-workers,	2	16.11	-	-	-	-	-	-	2	-	-
Overlookers.	14	10.71	1	-	1	1	7	4	-	-	-
Full time,	12	11.63	-	-	-	1	7	4	-	-	-
Undertime,	2	5.23	1	-	1	-	-	-	-	-	-
Time-workers,	14	10.71	1	-	1	1	7	4	-	-	-
Paper Goods Workers.	16	11.35	1	-	1	4	2	6	2	-	-
Full time,	6	10.57	-	-	1	1	2	2	-	-	-
Overtime,	4	14.31	-	-	-	1	-	1	2	-	-
Undertime,	6	10.16	1	-	-	2	-	3	-	-	-
Time-workers,	16	11.35	1	-	1	4	2	6	2	-	-
Plastermen.	114	14.13	-	-	1	1	26	56	21	8	1
Full time,	77	13.83	-	-	-	-	17	46	8	5	1
Overtime,	7	14.87	-	-	-	-	1	3	3	-	-
Undertime,	14	13.74	-	-	1	1	5	2	3	2	-
Time not reported,	16	15.65	-	-	-	-	3	5	7	1	-
Time-workers,	83	13.07	-	-	1	1	22	50	7	1	1
Piece-workers,	31	16.97	-	-	-	-	4	6	14	7	-
Pulp Mill Employees, n. e. s.	115	11.60	5	2	1	36	38	28	6	1	-
Full time,	42	9.53	-	-	-	20	11	2	-	-	-
Overtime,	59	12.80	-	-	-	2	25	26	5	1	-
Undertime,	14	7.09	5	2	1	5	-	-	1	-	-
Time-workers,	94	10.88	5	1	1	31	29	22	4	1	-
Two-shift workers,	12	11.83	-	-	-	2	6	2	2	-	-
Three-shift workers,	9	11.11	-	1	-	3	1	4	-	-	-
Rag Cutters.	60	13.36	1	-	3	24	23	8	1	-	-
Full time,	44	10.43	-	-	1	18	22	2	1	-	-
Overtime,	11	11.50	-	-	-	4	1	6	-	-	-
Undertime,	5	7.28	1	-	2	2	-	-	-	-	-
Time-workers,	59	10.27	1	-	3	24	23	8	-	-	-
Piece-workers,	1	15.75	-	-	-	-	-	-	1	-	-
Rag-room Employees, n. e. s.	173	11.23	3	1	16	59	65	18	11	-	-
Full time,	94	11.71	-	1	-	47	38	5	3	-	-
Overtime,	50	11.53	-	-	-	2	27	13	8	-	-
Undertime,	29	8.27	3	-	16	10	-	-	-	-	-
Time-workers,	170	10.37	3	1	16	59	65	18	8	-	-
Three-shift workers,	3	16.62	-	-	-	-	-	-	3	-	-

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK—								
			Under \$5	\$5 but under \$6	\$6 but under \$7	\$7 but under \$8	\$8 but under \$9	\$9 but under \$10	\$10 but under \$11	\$11 but under \$12	\$12 but under \$13
Rag-room Foremen.	57	\$17.66	-	-	-	1	1	9	36	8	2
Full time,	47	17.60	-	-	-	1	-	8	31	5	2
Overtime,	7	19.50	-	-	-	-	-	1	3	-	-
Undertime,	3	14.33	-	-	-	-	1	-	2	-	-
Time-workers,	57	17.66	-	-	-	1	1	9	36	8	2
Rag Sorters.	37	11.22	1	-	-	4	21	11	-	-	-
Full time,	13	10.37	-	-	-	4	8	1	-	-	-
Overtime,	1	14.70	-	-	-	-	-	1	-	-	-
Undertime,	23	11.54	1	-	-	-	13	9	-	-	-
Time-workers,	37	11.22	1	-	-	4	21	11	-	-	-
Reel Boys.	121	10.01	6	-	8	30	40	15	4	-	-
Full time,	64	9.91	-	-	-	28	35	1	-	-	-
Overtime,	32	12.50	-	-	-	1	14	13	4	-	-
Undertime,	25	7.10	6	-	8	10	-	1	-	-	-
Time-workers,	16	10.34	-	-	-	5	11	-	-	-	-
Two-shift workers,	11	8.81	2	-	1	4	1	3	-	-	-
Three-shift workers,	94	10.10	4	-	7	30	37	12	4	-	-
Rulers.	25	18.24	-	-	-	-	1	3	15	5	1
Full time,	16	17.21	-	-	-	-	-	3	13	1	-
Overtime,	5	23.85	-	-	-	-	-	-	-	4	1
Undertime,	4	15.31	-	-	-	-	1	-	3	-	-
Time-workers,	25	18.24	-	-	-	-	1	3	15	5	1
Screenmen.	22	10.43	3	-	2	8	7	9	3	-	-
Full time,	8	11.27	-	-	-	3	2	2	1	-	-
Overtime,	16	12.28	-	-	-	3	4	7	2	-	-
Undertime,	8	5.89	3	-	2	2	1	-	-	-	-
Two-shift workers,	14	9.87	2	-	-	5	4	2	1	-	-
Three-shift workers,	18	10.87	1	-	2	3	3	7	2	-	-
Shaving Sorters.	44	9.57	2	-	8	19	11	3	1	-	-
Full time,	32	10.42	-	-	-	19	11	2	-	-	-
Overtime,	1	13.07	-	-	-	-	-	1	-	-	-
Undertime,	11	6.76	2	-	8	-	-	-	1	-	-
Time-workers,	39	9.60	2	-	7	16	10	3	1	-	-
Three-shift workers,	5	9.32	-	-	1	3	1	-	-	-	-
Size Makers.	30	12.93	2	-	-	2	22	33	21	-	-
Full time,	54	12.64	-	-	-	2	19	23	10	-	-
Overtime,	19	14.85	-	-	-	-	1	8	10	-	-
Undertime,	7	10.00	2	-	-	-	2	2	1	-	-
Time-workers,	77	12.97	2	-	-	2	22	30	21	-	-
Two-shift workers,	3	12.02	-	-	-	-	-	3	-	-	-
Third Hands.	163	10.46	2	-	3	65	68	26	4	-	-
Full time,	89	9.90	-	-	-	47	42	-	-	-	-
Overtime,	54	12.31	-	-	-	2	22	26	4	-	-
Undertime,	25	8.46	2	-	3	16	4	-	-	-	-
Time-workers,	3	10.68	-	-	-	-	3	-	-	-	-
Two-shift workers,	48	10.21	-	-	-	17	27	4	-	-	-
Three-shift workers,	117	10.56	2	-	3	48	38	22	4	-	-
Trimmers.	122	18.80	-	1	1	2	11	65	40	2	-
Full time,	92	13.73	-	-	-	2	7	52	31	-	-
Overtime,	17	15.70	-	-	-	-	-	6	9	2	-
Undertime,	13	11.82	-	1	1	-	4	7	-	-	-
Time-workers,	119	13.66	-	1	1	2	11	65	39	-	-
Piece-workers,	3	19.55	-	-	-	-	-	-	1	2	-

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
Trimmers' Helpers.	20	\$10.36	—	—	2	6	8	4	—	—	—
Full time,	15	10.20	—	—	1	5	7	2	—	—	—
Overtime,	1	13.97	—	—	—	—	—	1	—	—	—
Undertime,	4	10.08	—	—	1	1	1	—	—	—	—
Time-workers,	20	10.36	—	—	2	6	8	4	—	—	—
Washermen.	161	12.06	1	—	6	5	57	75	17	—	—
Full time,	121	12.03	—	—	—	4	52	67	8	—	—
Overtime,	18	14.97	—	—	—	—	2	7	9	—	—
Undertime,	12	8.29	1	—	6	1	3	1	—	—	—
Time-workers,	5	9.71	1	—	—	—	3	1	—	—	—
Two-shift workers, . .	45	12.17	—	—	1	2	19	19	4	—	—
Three-shift workers, .	111	12.15	—	—	5	3	35	55	13	—	—
Washermen's Helpers.	117	10.59	1	—	2	19	33	12	—	—	—
Full time,	97	10.78	—	—	—	7	81	9	—	—	—
Overtime,	4	12.71	—	—	—	—	1	3	—	—	—
Undertime,	16	8.26	1	—	2	12	1	—	—	—	—
Time-workers,	1	11.52	—	—	—	—	1	—	—	—	—
Two-shift workers, . .	16	12.43	—	—	—	—	6	10	—	—	—
Three-shift workers, .	100	10.18	1	—	2	19	76	2	—	—	—
Winders.	70	10.50	2	—	—	8	52	7	1	—	—
Full time,	55	10.60	—	—	—	6	44	5	—	—	—
Overtime,	8	11.98	—	—	—	—	5	2	1	—	—
Undertime,	7	7.99	2	—	—	2	3	—	—	—	—
Time-workers,	46	10.22	2	—	—	6	33	4	1	—	—
Two-shift workers, . .	8	11.28	—	—	—	—	6	2	—	—	—
Three-shift workers, .	16	10.91	—	—	—	2	13	1	—	—	—
Other Occupations.	151	12.64	6	4	10	27	38	25	24	11	5
Full time,	88	13.04	—	—	—	22	28	14	17	5	2
Overtime,	37	15.31	—	—	2	2	7	11	7	5	3
Undertime,	26	7.50	6	4	8	3	4	—	—	1	—
Time-workers,	98	11.87	4	4	7	16	32	18	7	8	2
Two-shift workers, . .	19	11.79	1	—	3	7	2	1	4	—	1
Three-shift workers, .	29	14.15	1	—	—	4	5	5	12	2	—
Piece-workers,	5	22.31	—	—	—	—	—	1	1	1	2
Under 16 Years of Age.	57	6.51	8	3	35	11	—	—	—	—	—
Full time,	40	7.29	—	1	29	10	—	—	—	—	—
Undertime,	17	4.69	8	2	6	1	—	—	—	—	—
Time-workers,	52	6.65	6	3	34	10	—	—	—	—	—
Full time,	39	7.27	—	1	29	9	—	—	—	—	—
Undertime,	13	4.78	6	1	5	1	—	—	—	—	—
Three-shift workers, . .	1	0.94	1	—	—	—	—	—	—	—	—
Undertime,	1	0.94	1	—	—	—	—	—	—	—	—
Piece-workers,	4	6.15	1	1	1	1	—	—	—	—	—
Full time,	1	8.00	—	—	—	1	—	—	—	—	—
Undertime,	3	5.53	1	1	1	—	—	—	—	—	—
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	606	11.46	20	6	24	124	204	122	74	11	1
16 Years of Age and Over.	592	11.53	19	5	21	123	203	120	74	11	1
Full time,	296	11.73	—	—	10	72	100	67	44	2	1
Overtime,	162	13.04	—	—	—	16	60	54	23	9	—
Undertime,	129	9.05	19	5	11	40	42	7	5	—	—
Time not reported, . .	5	14.20	—	—	—	—	1	2	2	—	—

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —									
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over	
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS — Con.												
<i>Time-workers,</i>	554	\$11.43	17	5	18	126	193	180	65	9	1	
Full time,	279	11.65	—	—	10	72	92	62	40	2	1	
Overtime,	155	—	—	—	—	16	59	52	21	7	—	
Undertime,	120	—	17	5	8	38	42	6	4	—	—	
<i>Two-shift workers,</i>	12	10.31	1	—	3	—	4	2	2	—	—	
Full time,	5	10.90	—	—	—	—	4	1	—	—	—	
Overtime,	3	—	—	—	—	—	—	1	2	—	—	
Undertime,	4	—	1	—	3	—	—	—	—	—	—	
<i>Three-shift workers,</i>	9	12.62	1	—	—	2	4	—	—	2	—	
Full time,	3	10.80	—	—	—	—	3	—	—	—	—	
Overtime,	3	—	—	—	—	—	1	—	—	2	—	
Undertime,	3	—	1	—	—	2	—	—	—	—	—	
<i>Piece-workers,</i>	17	14.79	—	—	—	—	2	8	7	—	—	
Full time,	9	14.97	—	—	—	—	1	4	4	—	—	
Overtime,	1	—	—	—	—	—	—	1	—	—	—	
Undertime,	2	—	—	—	—	—	—	1	1	—	—	
Time not reported,	5	14.20	—	—	—	—	1	2	2	—	—	
Clerks.	31	14.52	—	—	—	1	4	12	14	—	—	
Full time,	24	14.40	—	—	—	1	3	10	10	—	—	
Overtime,	3	15.41	—	—	—	—	—	2	1	—	—	
Undertime,	4	14.61	—	—	—	—	1	—	3	—	—	
Time-workers,	29	14.24	—	—	—	1	4	12	12	—	—	
Piece-workers,	2	18.63	—	—	—	—	—	—	2	—	—	
Laborers.	179	10.29	5	1	5	61	85	19	3	—	—	
Full time,	68	10.17	—	—	—	33	32	2	1	—	—	
Overtime,	58	11.61	—	—	—	6	33	17	2	—	—	
Undertime,	53	9.00	5	1	5	22	20	—	—	—	—	
Time-workers,	170	10.37	4	1	2	61	81	18	3	—	—	
Two-shift workers,	9	8.81	1	—	3	—	4	1	—	—	—	
Packers.	74	12.36	—	2	—	15	16	28	12	1	—	
Full time,	51	12.58	—	—	—	9	11	22	9	—	—	
Overtime,	14	13.28	—	—	—	3	2	5	3	1	—	
Undertime,	9	9.63	—	2	—	3	3	1	—	—	—	
Time-workers,	71	12.31	—	2	—	15	16	25	12	1	—	
Piece-workers,	3	13.50	—	—	—	—	—	3	—	—	—	
Sealers.	64	11.15	4	—	4	7	24	19	6	—	—	
Full time,	37	11.57	—	—	1	3	20	10	3	—	—	
Overtime,	10	11.73	—	—	—	2	2	6	—	—	—	
Undertime,	12	8.12	4	—	3	2	1	1	1	—	—	
Time not reported,	5	14.20	—	—	—	—	1	2	2	—	—	
Time-workers,	54	10.47	4	—	4	7	22	16	1	—	—	
Piece-workers,	10	14.82	—	—	—	—	2	3	5	—	—	
Shippers.	51	14.98	1	—	—	—	2	21	22	5	—	
Full time,	32	14.62	—	—	—	—	1	13	17	1	—	
Overtime,	14	17.36	—	—	—	—	—	5	5	4	—	
Undertime,	5	10.62	1	—	—	—	1	3	—	—	—	
Time-workers,	49	15.07	1	—	—	—	2	19	22	5	—	
Piece-workers,	2	12.71	—	—	—	—	—	2	—	—	—	
Shippers' Helpers.	45	10.32	4	—	1	9	17	13	1	—	—	
Full time,	21	10.52	—	—	—	6	12	3	—	—	—	
Overtime,	15	12.68	—	—	—	—	4	10	1	—	—	
Undertime,	9	5.93	4	—	1	3	1	—	—	—	—	
Time-workers,	45	10.32	4	—	1	9	17	13	1	—	—	

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
Truckmen.	65	\$10.52	8	2	2	12	36	7	8	-	-
Full time,	19	10.89	-	-	-	6	9	3	1	-	-
Overtime,	20	11.66	-	-	-	-	16	3	1	-	-
Undertime,	26	9.38	3	2	2	6	11	1	1	-	-
Time-workers,	65	10.52	3	2	2	12	36	7	3	-	-
Other Occupations.	83	11.93	2	-	9	23	19	11	13	5	1
Full time,	44	10.68	-	-	9	14	12	4	3	1	1
Overtime,	28	15.10	-	-	-	5	3	6	10	4	-
Undertime,	11	8.89	2	-	-	4	4	1	-	-	-
Time-workers,	71	11.72	1	-	9	21	15	10	11	3	1
Two-shift workers,	3	14.81	-	-	-	-	-	1	2	-	-
Three-shift workers,	9	12.62	1	-	-	2	4	-	-	2	-
Under 18 Years of Age.	14	8.64	1	1	3	6	1	9	-	-	-
Full time,	10	8.21	-	-	3	6	1	-	-	-	-
Overtime,	2	14.30	-	-	-	-	-	2	-	-	-
Undertime,	2	5.13	1	1	-	-	-	-	-	-	-
Time-workers,	13	8.43	1	1	3	6	-	9	-	-	-
Full time,	9	7.86	-	-	3	6	-	-	-	-	-
Overtime,	2	14.30	-	-	-	-	-	2	-	-	-
Undertime,	2	5.13	1	1	-	-	-	-	-	-	-
Piece-workers,	1	11.42	-	-	-	-	1	-	-	-	-
Full time,	1	11.42	-	-	-	-	1	-	-	-	-
POWER, MECHANICAL, AND YARD FORCE.	2,159	14.87	24	14	39	264	399	466	646	217	89
18 Years of Age and Over.	2,155	14.69	34	14	37	363	399	466	646	217	89
Full time,	1,117	13.83	-	-	2	169	270	252	339	48	37
Overtime,	775	17.25	-	-	-	9	102	176	274	162	52
Undertime,	263	9.94	34	14	25	85	27	33	33	7	-
Time-workers,	1,803	14.49	36	13	30	338	335	337	396	179	81
Full time,	795	13.45	-	-	2	163	210	172	171	43	34
Overtime,	600	-	-	-	-	7	93	126	198	139	47
Undertime,	208	-	26	12	18	68	22	29	26	7	-
Two-shift workers,	136	14.66	3	-	3	7	19	50	40	12	4
Full time,	82	14.74	-	-	-	1	15	36	22	5	3
Overtime,	41	-	-	-	-	-	3	13	17	7	1
Undertime,	13	-	2	-	2	6	1	1	1	-	-
Three-shift workers,	413	14.97	6	3	5	18	55	36	311	26	4
Full time,	237	14.81	-	-	-	5	45	41	146	-	-
Overtime,	134	-	-	-	-	2	6	37	59	26	4
Undertime,	42	-	6	2	5	11	4	8	6	-	-
Piece-workers,	3	13.41	-	-	-	-	-	3	-	-	-
Full time,	3	13.41	-	-	-	-	-	3	-	-	-
Boxmakers.	32	12.25	1	-	-	3	23	41	3	1	-
Full time,	60	12.12	-	-	-	7	19	37	6	-	-
Overtime,	7	15.49	-	-	-	-	1	3	2	1	-
Undertime,	6	10.01	1	-	-	1	3	1	-	-	-
Time-workers,	79	12.21	1	-	-	8	23	38	8	1	-
Piece-workers,	3	13.41	-	-	-	-	-	3	-	-	-
Boxmakers' Helpers.	28	10.66	-	-	1	11	10	6	-	-	-
Full time,	18	10.33	-	-	1	8	8	1	-	-	-
Overtime,	6	11.64	-	-	-	1	1	4	-	-	-
Undertime,	4	10.46	-	-	-	2	1	1	-	-	-
Time-workers,	28	10.66	-	-	1	11	10	6	-	-	-

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —									
			Under \$5	\$5 but under \$6	\$6 but under \$7	\$7 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over	
Carpenters.	86	\$16.54	1	1	—	3	2	19	23	14	2	
Full time,	16	14.70	—	—	—	—	1	5	10	—	—	
Overtime,	33	18.96	—	—	—	—	1	4	12	14	2	
Undertime,	7	9.34	1	1	—	3	—	1	1	—	—	
Time-workers,	56	16.54	1	1	—	3	2	10	23	14	2	
Engineers.	174	18.83	—	—	1	1	5	13	98	37	24	
Full time,	111	17.86	—	—	—	—	5	11	67	14	14	
Overtime,	57	21.06	—	—	—	—	—	2	23	22	10	
Undertime,	6	16.59	—	—	1	1	—	—	3	1	—	
Time-workers,	76	20.06	—	—	1	—	1	2	35	21	16	
Two-shift workers,	24	19.64	—	—	—	—	—	1	12	7	4	
Three-shift workers,	74	17.32	—	—	—	1	4	10	46	9	4	
Engineers' Helpers.	96	12.80	—	—	—	3	34	31	22	—	—	
Full time,	40	11.14	—	—	—	—	29	11	—	—	—	
Overtime,	46	14.72	—	—	—	—	4	20	22	—	—	
Undertime,	4	9.23	—	—	—	3	1	—	—	—	—	
Time-workers,	39	14.19	—	—	—	—	4	19	16	—	—	
Two-shift workers,	13	14.00	—	—	—	—	4	5	4	—	—	
Three-shift workers,	38	11.17	—	—	—	3	26	7	2	—	—	
Firemen.	296	15.87	3	—	3	5	7	63	190	26	—	
Full time,	160	15.85	—	—	—	—	3	43	122	1	—	
Overtime,	95	17.48	—	—	—	—	—	9	71	15	—	
Undertime,	32	11.26	3	—	3	5	4	11	6	—	—	
Time-workers,	40	15.85	—	—	—	—	1	12	26	1	—	
Two-shift workers,	59	14.82	1	—	1	3	2	24	34	4	—	
Three-shift workers,	197	16.10	2	—	2	2	4	27	149	11	—	
Firemen's Helpers.	296	11.56	7	2	5	29	90	75	21	1	—	
Full time,	95	11.52	—	—	—	17	41	30	7	—	—	
Overtime,	78	13.14	—	—	—	3	16	44	14	1	—	
Undertime,	27	7.16	7	2	5	9	3	1	—	—	—	
Time-workers,	65	11.40	2	—	1	13	26	16	7	—	—	
Two-shift workers,	38	11.58	1	—	1	4	13	18	—	1	—	
Three-shift workers,	97	11.66	4	2	3	12	21	41	14	—	—	
Machinists.	75	13.26	2	1	1	—	2	5	38	22	4	
Full time,	18	18.04	—	—	—	—	—	2	11	4	1	
Overtime,	46	20.00	—	—	—	—	—	2	23	18	3	
Undertime,	11	11.31	2	1	1	—	2	1	4	—	—	
Time-workers,	75	18.26	2	1	1	—	2	5	38	22	4	
Millwrights.	267	20.63	1	—	1	2	1	25	96	92	49	
Full time,	97	19.76	—	—	—	—	—	11	48	19	19	
Overtime,	147	22.14	—	—	—	—	—	8	40	60	30	
Undertime,	23	14.72	1	—	1	2	1	6	8	4	—	
Time-workers,	260	20.59	1	—	1	2	1	24	96	86	49	
Three-shift workers,	7	21.87	—	—	—	—	—	1	—	6	—	
Millwrights' Helpers.	67	11.91	3	—	2	12	21	18	19	—	1	
Full time,	32	11.12	—	—	—	5	17	10	—	—	—	
Overtime,	23	14.98	—	—	—	2	4	6	10	—	1	
Undertime,	12	8.05	3	—	2	5	—	2	—	—	—	
Time-workers,	67	11.91	3	—	2	12	21	18	10	—	1	
Painters.	24	13.66	—	—	—	3	6	9	4	2	—	
Full time,	12	12.40	—	—	—	2	4	5	1	—	—	
Overtime,	7	17.22	—	—	—	—	—	2	3	2	—	
Undertime,	5	11.72	—	—	—	1	2	2	—	—	—	
Time-workers,	24	13.66	—	—	—	3	6	9	4	2	—	

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Males—Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK—								
			Under \$5	\$5 but under \$8	\$8 but under \$9	\$9 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
Pipers.	36	\$19.78	1	-	-	-	-	-	17	16	2
Full time,	2	19.32	-	-	-	-	-	-	1	1	-
Overtime,	31	20.53	-	-	-	-	-	-	14	15	2
Undertime,	3	12.33	1	-	-	-	-	-	2	-	-
Time-workers,	36	19.78	1	-	-	-	-	-	17	16	2
Teamsters.	74	12.45	-	-	1	4	20	38	9	1	-
Full time,	43	11.85	-	-	-	1	14	25	3	-	-
Overtime,	26	14.12	-	-	-	-	5	14	6	1	-
Undertime,	5	8.88	-	-	1	3	1	-	-	-	-
Time-workers,	74	12.45	-	-	1	4	20	39	9	1	-
Watchmen.	84	14.30	-	-	1	3	10	29	38	3	-
Full time,	67	14.44	-	-	-	3	9	21	31	3	-
Overtime,	6	14.71	-	-	-	-	-	4	2	-	-
Undertime,	11	13.23	-	-	1	-	1	4	5	-	-
Time-workers,	84	14.30	-	-	1	3	10	29	38	3	-
Yard Foremen.	41	15.99	-	-	-	-	4	10	23	2	2
Full time,	32	15.77	-	-	-	-	3	8	18	2	1
Overtime,	7	17.71	-	-	-	-	-	2	4	-	1
Undertime,	2	13.50	-	-	-	-	1	-	1	-	-
Time-workers,	41	15.99	-	-	-	-	4	10	23	2	2
Yardmen.	431	10.18	12	10	9	165	180	52	8	-	-
Full time,	242	10.31	-	-	1	114	109	17	1	-	-
Overtime,	103	11.92	-	-	-	3	64	34	2	-	-
Undertime,	86	7.70	12	10	8	48	7	1	-	-	-
Time-workers,	431	10.18	12	10	9	165	180	52	3	-	-
Other Occupations.	180	14.44	3	-	2	14	14	49	42	10	5
Full time,	54	13.53	-	-	-	12	8	15	13	4	2
Overtime,	57	16.15	-	-	-	-	6	18	26	4	3
Undertime,	19	12.03	3	-	2	2	-	7	3	2	-
Time-workers,	128	14.49	3	-	2	14	14	38	42	10	5
Two-shift workers,	2	12.75	-	-	-	-	-	2	-	-	-
Under 16 Years of Age.	4	7.50	-	-	3	1	-	-	-	-	-
Full time,	4	7.50	-	-	3	1	-	-	-	-	-
Time-workers,	4	7.50	-	-	3	1	-	-	-	-	-
Full time,	4	7.50	-	-	3	1	-	-	-	-	-

Females.

ALL OCCUPATIONS.	4,540	\$6.38	545	495	2,141	1,155	150	44	10	-	-
Under 16 years of age,	77	4.92	26	11	36	4	-	-	-	-	-
16 years of age and over,	4,463	7.00	519	484	2,105	1,151	150	44	10	-	-
Full time,	1,996	7.38	14	59	1,213	659	36	10	5	-	-
Overtime,	38	7.67	-	-	25	13	-	-	-	-	-
Undertime,	1,508	6.09	416	338	524	155	47	26	2	-	-
Time not reported,	998	7.42	115	98	379	328	67	8	3	-	-
Time-workers,	2,619	6.67	324	250	1,381	639	15	9	1	-	-
Full time,	1,782	7.29	3	49	1,112	604	5	8	1	-	-
Overtime,	36	-	-	-	24	12	-	-	-	-	-
Undertime,	783	-	321	201	237	21	2	1	-	-	-
Time not reported,	18	9.10	-	-	8	2	8	-	-	-	-

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Females—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK—								
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
ALL OCCUPATIONS—Con.											
<i>Piece-workers,</i>	1,981	\$7.37	221	245	760	516	185	35	9	—	—
Full time,	214	8.09	11	10	101	55	31	2	4	—	—
Overtime,	2	—	—	—	1	—	—	—	—	—	—
Undertime,	725	6.15	95	137	287	134	45	25	2	—	—
Time not reported,	980	7.39	115	98	371	326	59	8	3	—	—
PRODUCTIVE OCCUPATIONS.	4,672	6.98	541	683	2,113	1,130	147	33	10	—	—
<i>16 Years of Age and Over.</i>	4,396	6.88	515	489	1,977	1,199	147	33	10	—	—
Full time,	1,921	7.40	12	53	1,161	646	35	9	5	—	—
Overtime,	37	7.63	—	—	25	12	—	—	—	—	—
Undertime,	1,460	6.15	389	331	517	150	46	25	2	—	—
Time not reported,	977	7.38	114	98	374	318	66	4	3	—	—
<i>Time-workers,</i>	2,504	6.70	297	240	1,234	623	13	7	1	—	—
Full time,	1,710	7.31	3	44	1,060	591	4	7	1	—	—
Overtime,	35	—	—	—	24	11	—	—	—	—	—
Undertime,	741	—	294	196	232	18	1	—	—	—	—
Time not reported,	18	9.10	—	—	8	2	8	—	—	—	—
<i>Piece-workers,</i>	1,891	7.35	218	243	763	504	124	31	9	—	—
Full time,	211	8.14	9	9	101	55	31	2	4	—	—
Overtime,	2	—	—	—	1	—	—	—	—	—	—
Undertime,	719	—	95	135	285	132	45	25	2	—	—
Time not reported,	959	7.35	114	98	366	316	58	4	3	—	—
Calendar Girls.	481	8.13	20	21	121	267	32	4	—	—	—
Full time,	200	8.53	—	—	31	166	3	—	—	—	—
Overtime,	2	9.39	—	—	—	2	—	—	—	—	—
Undertime,	174	7.24	24	16	90	28	12	4	—	—	—
Time not reported,	105	8.83	2	5	10	71	17	—	—	—	—
Time-workers,	303	7.74	23	11	101	168	—	—	—	—	—
Piece-workers,	178	8.79	3	10	30	90	32	4	—	—	—
Counters.	67	10.11	1	3	17	22	7	9	8	—	—
Full time,	39	9.78	—	1	12	16	2	5	3	—	—
Undertime,	15	8.70	1	2	5	4	—	1	2	—	—
Time not reported,	13	12.73	—	—	—	2	5	3	3	—	—
Time-workers,	43	8.49	1	2	16	19	2	3	—	—	—
Piece-workers,	24	13.01	—	1	1	3	5	6	8	—	—
Cutters' Helpers, Paper.	208	7.65	13	14	142	199	—	—	—	—	—
Full time,	197	7.37	—	3	103	91	—	—	—	—	—
Overtime,	4	8.13	—	—	—	4	—	—	—	—	—
Undertime,	68	6.06	13	11	39	5	—	—	—	—	—
Time-workers,	258	6.99	13	14	140	91	—	—	—	—	—
Piece-workers,	11	8.33	—	—	2	9	—	—	—	—	—
Finishers.	97	6.66	8	12	33	9	3	2	—	—	—
Full time,	46	7.15	—	1	42	3	—	—	—	—	—
Undertime,	40	5.86	8	11	19	—	1	1	—	—	—
Time not reported,	11	9.23	—	—	2	6	2	1	—	—	—
Time-workers,	79	6.53	8	7	60	3	1	—	—	—	—
Piece-workers,	18	8.31	—	5	3	6	2	2	—	—	—
Finishing Department Employees, n. e. s.	39	7.43	1	1	17	11	—	—	—	—	—
Full time,	21	7.74	—	—	11	10	—	—	—	—	—
Undertime,	9	6.69	1	1	6	1	—	—	—	—	—
Time-workers,	30	7.43	1	1	17	11	—	—	—	—	—

TABLE A.—ACTUAL WEEKLY EARNINGS—CONTINUED.

Females—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 but under \$6	\$6 but under \$7	\$7 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
Flat Sorters.	789	\$6.71	106	99	384	123	19	2	1	—	—
Full time,	331	6.97	—	15	232	79	3	1	1	—	—
Overtime,	2	8.41	—	—	1	1	—	—	—	—	—
Undertime,	252	5.78	81	68	67	27	8	1	—	—	—
Time not reported,	204	7.41	24	13	84	75	8	—	—	—	—
Time-workers,	480	6.22	74	70	250	84	1	1	—	—	—
Piece-workers,	309	7.47	31	26	134	98	18	1	1	—	—
Overlookers.	351	6.41	44	35	117	55	—	—	—	—	—
Full time,	165	7.30	—	—	111	54	—	—	—	—	—
Overtime,	1	8.12	—	—	—	1	—	—	—	—	—
Undertime,	85	4.67	44	35	6	—	—	—	—	—	—
Time-workers,	251	6.41	44	35	117	55	—	—	—	—	—
Paper Goods Workers.	13	6.77	1	—	11	—	1	—	—	—	—
Full time,	11	6.55	—	—	11	—	—	—	—	—	—
Undertime,	1	4.71	1	—	—	—	—	—	—	—	—
Time not reported,	1	11.27	—	—	—	—	1	—	—	—	—
Time-workers,	12	6.39	1	—	11	—	—	—	—	—	—
Piece-workers,	1	11.27	—	—	—	—	1	—	—	—	—
Plater Girls.	790	7.38	75	46	328	170	65	16	—	—	—
Full time,	311	7.53	1	11	193	84	22	—	—	—	—
Undertime,	261	6.89	72	30	78	49	21	16	—	—	—
Time not reported,	128	8.02	2	5	62	37	22	—	—	—	—
Time-workers,	386	6.63	66	24	211	77	8	—	—	—	—
Piece-workers,	314	8.30	9	22	117	98	57	16	—	—	—
Rag Cutters.	361	6.70	50	59	177	90	4	—	—	—	—
Full time,	121	7.49	8	7	48	54	4	—	—	—	—
Overtime,	23	7.28	—	—	21	2	—	—	—	—	—
Undertime,	204	6.25	37	39	106	22	—	—	—	—	—
Time not reported,	13	5.46	5	4	2	2	—	—	—	—	—
Time-workers,	104	6.93	11	6	50	37	—	—	—	—	—
Piece-workers,	257	6.61	39	44	127	43	4	—	—	—	—
Rag-room Employees, s. c. s.	12	5.92	—	1	11	—	—	—	—	—	—
Full time,	11	6.00	—	—	11	—	—	—	—	—	—
Undertime,	1	5.00	—	1	—	—	—	—	—	—	—
Time-workers,	12	5.92	—	1	11	—	—	—	—	—	—
Rag Sorters.	1,240	6.47	184	139	643	212	12	—	—	—	—
Full time,	426	6.91	3	15	330	78	—	—	—	—	—
Overtime,	5	7.73	—	—	3	2	—	—	—	—	—
Undertime,	319	5.47	101	104	98	13	3	—	—	—	—
Time not reported,	490	6.73	80	70	212	119	9	—	—	—	—
Time-workers,	491	6.29	52	66	306	67	—	—	—	—	—
Piece-workers,	749	6.59	132	123	337	145	12	—	—	—	—
Shaving Sorters.	32	6.27	8	12	17	—	—	—	—	—	—
Full time,	10	7.22	—	—	10	—	—	—	—	—	—
Undertime,	22	5.83	3	12	7	—	—	—	—	—	—
Time-workers,	19	6.94	—	2	17	—	—	—	—	—	—
Piece-workers,	13	5.29	3	10	—	—	—	—	—	—	—
Other Occupations.	53	8.37	4	2	19	18	4	5	1	—	—
Full time,	32	8.64	—	—	16	11	1	3	1	—	—
Undertime,	9	7.72	3	1	1	1	1	2	—	—	—
Time not reported,	12	8.11	1	1	2	6	2	—	—	—	—
Time-workers,	36	8.17	3	1	17	10	1	3	1	—	—
Piece-workers,	17	8.79	1	1	2	8	3	2	—	—	—

TABLE A.—ACTUAL WEEKLY EARNINGS—CONCLUDED.

Females—Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 but under \$6	\$6 but under \$8	\$8 but under \$10	\$10 but under \$12	\$12 but under \$15	\$15 but under \$20	\$20 but under \$25	\$25 and over
PRODUCTIVE OCCUPATIONS.											
<i>Under 16 Years of Age.</i>	77	\$4.98	26	11	36	4	—	—	—	—	—
Full time,	42	6.13	2	6	32	2	—	—	—	—	—
Overtime,	33	3.38	23	5	3	2	—	—	—	—	—
Time not reported, . . .	2	4.77	1	—	1	—	—	—	—	—	—
<i>Time-workers,</i>	66	4.76	23	8	33	2	—	—	—	—	—
Full time,	39	6.25	—	5	32	2	—	—	—	—	—
Overtime,	27	2.61	23	3	1	—	—	—	—	—	—
<i>Piece-workers,</i>	11	5.84	3	3	3	2	—	—	—	—	—
Full time,	3	4.52	2	1	—	—	—	—	—	—	—
Overtime,	6	6.86	—	2	2	2	—	—	—	—	—
Time not reported, . . .	2	4.77	1	—	1	—	—	—	—	—	—
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	68	8.09	4	2	28	25	3	6	—	—	—
<i>16 Years of Age and Over.</i>	68	8.09	4	2	28	25	3	6	—	—	—
Full time,	33	7.72	—	—	20	11	1	1	—	—	—
Overtime,	1	9.10	—	—	—	1	—	—	—	—	—
Time not reported, . . .	15	6.83	4	2	4	3	1	1	—	—	—
Time not reported, . . .	19	9.68	—	—	4	10	1	4	—	—	—
<i>Time-workers,</i>	49	7.47	4	2	24	15	2	2	—	—	—
Full time,	33	7.72	—	—	20	11	1	1	—	—	—
Overtime,	1	9.10	—	—	—	1	—	—	—	—	—
Time not reported, . . .	15	6.83	4	2	4	3	1	1	—	—	—
<i>Piece-workers,</i>	19	9.68	—	—	4	10	1	4	—	—	—
Time not reported, . . .	19	9.68	—	—	4	10	1	4	—	—	—
Labelers.	20	7.19	2	2	14	11	—	—	—	—	—
Full time,	14	7.18	—	—	11	3	—	—	—	—	—
Overtime,	6	4.59	3	2	1	—	—	—	—	—	—
Time not reported, . . .	10	8.51	—	—	2	8	—	—	—	—	—
Time-workers,	20	6.40	3	2	12	3	—	—	—	—	—
Piece-workers,	10	8.51	—	—	2	8	—	—	—	—	—
Sealers.	22	9.73	1	—	3	10	8	5	—	—	—
Full time,	9	8.48	—	—	3	5	1	—	—	—	—
Overtime,	1	9.10	—	—	—	1	—	—	—	—	—
Time not reported, . . .	5	8.91	1	—	—	2	1	1	—	—	—
Time not reported, . . .	7	12.02	—	—	—	2	1	4	—	—	—
Time-workers,	15	8.67	1	—	3	8	2	1	—	—	—
Piece-workers,	7	12.02	—	—	—	2	1	4	—	—	—
Other Occupations.	16	7.67	—	—	11	4	—	1	—	—	—
Full time,	10	7.78	—	—	6	3	—	1	—	—	—
Overtime,	4	7.58	—	—	3	1	—	—	—	—	—
Time not reported, . . .	2	7.31	—	—	2	—	—	—	—	—	—
Time-workers,	14	7.72	—	—	9	4	—	1	—	—	—
Piece-workers,	2	7.31	—	—	2	—	—	—	—	—	—

TABLE B.—ACTUAL HOURLY EARNINGS.

NOTE.—This table does not include data for 30 male and 998 female employees whose hourly earnings could not be computed because the "hours worked" were not matters of record on the manufacturers' pay-rolls.

Both Sexes.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR—								
		Under 10 cents	10 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 but under 30 cents	30 but under 40 cents	40 cents and over
ALL OCCUPATIONS.	12,643	52	2,194	1,185	1,725	1,453	3,622	1,306	1,037	421
Full time,	7,622	30	1,265	719	987	902	2,159	691	619	280
Overtime,	2,302	—	60	111	337	242	793	353	311	95
Undertime,	2,919	22	869	355	401	309	670	162	107	46
Time-workers,	7,745	21	1,782	746	1,269	1,014	1,686	592	507	149
Two-shift workers,	1,254	—	71	274	294	173	209	104	123	6
Three-shift workers,	2,532	—	—	1	13	117	1,580	476	378	257
Piece-workers,	1,012	31	341	164	149	149	137	84	29	9

Males.

OCCUPATION CLASSIFICATION.	Total Num- ber of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		10 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 but under 30 cents	30 but under 40 cents	40 cents and over	
ALL OCCUPATIONS.	9,301	161	509	1,229	1,228	3,677	1,184	1,032	421	
Under 16 years of age,	75	32	30	10	—	3	—	—	—	
16 years of age and over,	9,226	129	479	1,219	1,228	3,474	1,184	1,032	421	
Full time,	5,626	78	290	748	799	2,130	686	615	280	
Overtime,	2,264	33	103	334	242	798	353	311	95	
Undertime,	1,411	50	116	207	187	554	145	106	46	
Time-workers,	5,144	190	230	988	937	1,681	589	506	149	
Full time,	2,943	56	133	521	600	963	313	256	102	
Overtime,	1,333	5	41	279	189	401	196	183	39	
Undertime,	868	130	56	182	148	297	80	67	8	
Two-shift workers,	1,254	71	274	294	173	209	104	123	6	
Full time,	842	23	156	224	132	138	71	92	6	
Overtime,	260	28	62	49	27	52	26	16	—	
Undertime,	152	20	56	21	14	19	7	15	—	
Three-shift workers,	2,832	—	1	13	117	1,590	476	378	257	
Full time,	1,795	—	—	3	66	1,018	292	248	168	
Overtime,	660	—	—	6	26	336	128	110	54	
Undertime,	377	—	1	4	25	236	56	20	35	
Piece-workers,	71	—	4	—	1	17	15	25	9	
Full time,	46	—	1	—	1	11	10	19	4	
Overtime,	11	—	—	—	—	4	3	2	2	
Undertime,	14	—	3	—	—	2	2	4	3	
PRODUCTIVE OCCUPATIONS.	6,541	124	403	854	820	2,685	711	602	232	
16 Years of Age and Over,	6,484	110	377	847	820	2,685	711	602	232	
Full time,	4,159	41	206	525	565	1,726	449	422	225	
Overtime,	1,325	33	80	191	135	539	165	116	66	
Undertime,	1,000	36	91	131	120	420	97	64	41	
Time-workers,	2,918	48	124	569	564	1,049	375	296	69	
Full time,	1,817	19	63	305	395	655	170	155	55	
Overtime,	576	5	21	153	86	207	53	40	11	
Undertime,	525	18	40	111	83	187	52	31	3	

¹ Includes one worker who earned less than 10 cents an hour.

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR —							
		10 but under 14 cents	14 but under 18 cents	18 but under 22 cents	22 but under 26 cents	26 but under 30 cents	30 but under 36 cents	36 but under 42 cents	42 cents and over
PRODUCTIVE OCCUPATIONS — Con.									
<i>Two-shift workers,</i>	<i>1,106</i>	<i>68</i>	<i>253</i>	<i>275</i>	<i>139</i>	<i>170</i>	<i>77</i>	<i>119</i>	<i>5</i>
Full time,	755	22	143	219	103	120	54	89	—
Overtime,	216	28	59	38	23	34	18	16	—
Undertime,	135	18	51	18	13	16	5	14	—
<i>Three-shift workers,</i>	<i>2,409</i>	<i>—</i>	<i>—</i>	<i>3</i>	<i>116</i>	<i>1,460</i>	<i>244</i>	<i>237</i>	<i>219</i>
Full time,	1,555	—	—	1	66	949	215	163	161
Overtime,	523	—	—	—	26	295	91	58	53
Undertime,	331	—	—	2	24	216	38	16	36
<i>Piece-workers,</i>	<i>51</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>6</i>	<i>15</i>	<i>20</i>	<i>9</i>
Full time,	32	—	—	—	1	2	10	15	4
Overtime,	10	—	—	—	—	3	3	2	2
Undertime,	9	—	—	—	—	1	2	3	3
Backtenders.									
	521	2	9	23	67	207	92	6	—
Full time,	317	—	4	26	49	194	42	2	—
Overtime,	136	1	2	8	14	71	37	3	—
Undertime,	68	1	3	4	4	42	13	1	—
Time-workers,	32	2	5	4	5	10	6	—	—
Two-shift workers,	144	—	4	34	62	43	—	1	—
Three-shift workers,	245	—	—	—	—	254	86	5	—
Beastmen.									
	536	15	59	33	12	123	116	124	54
Full time,	356	15	25	21	12	57	87	91	48
Overtime,	105	—	24	9	—	36	19	12	5
Undertime,	75	—	10	3	—	30	10	21	1
Time-workers,	58	—	1	1	—	31	4	19	2
Two-shift workers,	206	15	58	32	12	29	27	33	—
Three-shift workers,	272	—	—	—	—	63	85	72	52
Beastmen's Helpers.									
	735	7	74	96	61	496	9	—	—
Full time,	555	2	58	86	41	360	8	—	—
Overtime,	81	3	4	7	12	55	—	—	—
Undertime,	99	2	12	5	8	71	1	—	—
Time-workers,	9	—	—	4	5	—	—	—	—
Two-shift workers,	211	7	74	94	26	10	—	—	—
Three-shift workers,	515	—	—	—	30	476	9	—	—
Bleachermen.									
	297	6	34	62	56	68	1	—	—
Full time,	118	1	12	39	47	18	1	—	—
Overtime,	54	3	6	14	7	24	—	—	—
Undertime,	35	2	16	9	2	6	—	—	—
Time-workers,	144	2	18	50	49	24	1	—	—
Two-shift workers,	38	4	16	12	1	5	—	—	—
Three-shift workers,	24	—	—	—	6	18	—	—	—
Piece-workers,	1	—	—	—	—	1	—	—	—
Calendermen, Head.									
	29	—	—	—	—	4	4	19	2
Full time,	19	—	—	—	—	4	3	10	2
Overtime,	1	—	—	—	—	—	1	—	—
Time-workers,	16	—	—	—	—	4	2	9	1
Two-shift workers,	2	—	—	—	—	—	2	—	—
Three-shift workers,	2	—	—	—	—	—	—	1	1

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		10 but under 14 cents	14 but under 18 cents	18 but under 22 cents	22 but under 26 cents	26 but under 30 cents	30 but under 34 cents	34 but under 40 cents	40 cents and over
Calendermen.	234	1	-	8	14	122	57	19	3
Full time,	133	-	-	1	7	79	34	11	1
Overtime,	58	-	-	2	3	30	14	7	2
Undertime,	33	1	-	5	4	13	9	1	-
Time-workers,	99	1	-	8	11	39	20	17	3
Two-shift workers,	11	-	-	-	3	8	-	-	-
Three-shift workers,	114	-	-	-	-	75	37	2	-
Calendermen's Helpers.	172	2	20	34	20	86	1	-	-
Full time,	98	2	12	12	21	50	1	-	-
Overtime,	35	-	7	7	4	17	-	-	-
Undertime,	39	-	11	5	4	19	-	-	-
Time-workers,	91	-	15	22	26	37	1	-	-
Two-shift workers,	21	2	15	2	2	-	-	-	-
Three-shift workers,	60	-	-	-	1	59	-	-	-
Counters.	56	-	-	2	1	46	1	6	-
Full time,	37	-	-	1	-	30	-	6	-
Overtime,	11	-	-	-	-	10	1	-	-
Undertime,	8	-	-	1	1	6	-	-	-
Time-workers,	52	-	-	2	1	46	1	2	-
Piece-workers,	4	-	-	-	-	-	-	4	-
Cutters, Paper.	79	-	-	-	7	61	10	1	-
Full time,	34	-	-	-	4	22	7	1	-
Overtime,	17	-	-	-	-	14	3	-	-
Undertime,	28	-	-	-	3	25	-	-	-
Time-workers,	43	-	-	-	7	25	10	1	-
Three-shift workers,	36	-	-	-	-	36	-	-	-
Cutters' Helpers, Paper.	149	18	23	63	27	18	-	-	-
Full time,	76	-	7	36	20	13	-	-	-
Overtime,	31	9	7	9	4	2	-	-	-
Undertime,	42	9	9	18	3	3	-	-	-
Time-workers,	129	1	22	61	27	18	-	-	-
Two-shift workers,	20	17	1	2	-	-	-	-	-
Drainermen.	199	2	7	21	35	129	5	-	-
Full time,	124	-	3	16	19	82	5	-	-
Overtime,	38	1	2	6	3	26	-	-	-
Undertime,	37	1	2	-	13	21	-	-	-
Time-workers,	99	-	-	5	28	35	1	-	-
Two-shift workers,	26	2	7	16	1	-	-	-	-
Three-shift workers,	104	-	-	-	6	94	4	-	-
Dustermen.	94	1	3	65	11	14	-	-	-
Full time,	62	-	1	42	11	9	-	-	-
Overtime,	16	1	-	13	-	2	-	-	-
Undertime,	15	-	2	10	-	3	-	-	-
Time-workers,	94	1	3	65	11	14	-	-	-
Filtermen.	63	-	3	6	31	15	8	-	-
Full time,	36	-	2	6	22	4	2	-	-
Overtime,	22	-	1	-	6	9	6	-	-
Undertime,	5	-	-	-	3	2	-	-	-
Time-workers,	50	-	1	3	31	13	2	-	-
Two-shift workers,	5	-	2	3	-	-	-	-	-
Three-shift workers,	8	-	-	-	-	2	6	-	-

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		10 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 but under 30 cents	30 but under 40 cents	40 cents and over
Finishers, Head.	77	-	-	-	-	1	13	49	23
Full time,	67	-	-	-	-	-	9	37	21
Overtime,	8	-	-	-	-	1	2	3	2
Undertime,	2	-	-	-	-	-	2	-	-
Time-workers,	75	-	-	-	-	1	13	38	23
Two-shift workers,	2	-	-	-	-	-	-	2	-
Finishers.	211	2	16	15	48	97	30	3	-
Full time,	146	2	1	10	36	70	25	2	-
Overtime,	46	-	13	4	8	18	3	-	-
Undertime,	19	-	2	1	4	9	2	1	-
Time-workers,	171	2	1	15	40	86	25	2	-
Two-shift workers,	29	-	15	-	7	6	1	-	-
Three-shift workers,	7	-	-	-	-	4	3	-	-
Piece-workers,	4	-	-	-	1	1	1	1	-
Finishing Department Employees, n. e. e.	157	13	5	48	22	32	9	7	1
Full time,	71	7	3	23	12	17	7	1	1
Overtime,	37	3	-	13	6	10	1	4	-
Undertime,	29	3	2	12	4	5	1	2	-
Time-workers,	109	13	5	38	16	22	8	7	-
Two-shift workers,	22	-	-	10	6	6	-	-	-
Three-shift workers,	6	-	-	-	-	4	1	-	1
Flat Sorters, Head.	38	-	-	-	-	22	13	2	1
Full time,	34	-	-	-	-	19	13	2	-
Overtime,	1	-	-	-	-	-	-	-	1
Undertime,	3	-	-	-	-	3	-	-	-
Time-workers,	38	-	-	-	-	22	13	2	1
Flat Sorters.	51	1	10	13	18	9	-	-	-
Full time,	33	-	4	9	16	4	-	-	-
Overtime,	3	-	-	2	-	1	-	-	-
Undertime,	15	1	6	2	2	4	-	-	-
Time-workers,	51	1	10	13	18	9	-	-	-
Foremen.	47	-	-	-	-	2	7	19	19
Full time,	37	-	-	-	-	1	3	16	17
Overtime,	6	-	-	-	-	1	2	1	3
Undertime,	4	-	-	-	-	-	2	2	-
Time-workers,	43	-	-	-	-	2	7	17	17
Two-shift workers,	4	-	-	-	-	-	-	2	2
Grinders.	42	-	-	-	6	36	-	-	-
Full time,	28	-	-	-	6	22	-	-	-
Overtime,	11	-	-	-	-	11	-	-	-
Undertime,	3	-	-	-	-	3	-	-	-
Time-workers,	11	-	-	-	3	8	-	-	-
Two-shift workers,	2	-	-	-	-	2	-	-	-
Three-shift workers,	29	-	-	-	3	26	-	-	-
Helpers, n. e. e.	169	4	26	41	48	44	5	1	-
Full time,	106	3	46	29	30	26	1	1	-
Overtime,	38	-	7	7	10	12	2	-	-
Undertime,	25	1	3	5	8	6	2	-	-

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR —							
		10 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 but under 30 cents	30 but under 40 cents	40 cents and over
Helpers n. e. s.—Con.									
Time-workers,	139	4	15	29	46	43	2	—	—
Two-shift workers,	25	—	11	12	2	—	—	—	—
Three-shift workers,	2	—	—	—	—	—	2	—	—
Piece-workers,	3	—	—	—	—	1	1	—	—
Jiggers.									
Full time,	30	—	—	3	21	46	14	2	—
Overtime,	56	—	—	2	12	29	12	1	—
Undertime,	5	—	—	1	3	1	—	—	—
Time-workers,	19	—	—	—	6	10	2	1	—
Piece-workers,	74	—	—	3	21	40	10	—	—
Piece-workers,	6	—	—	—	—	—	4	2	—
Loft Foremen.									
Full time,	36	—	—	—	—	5	17	13	1
Overtime,	21	—	—	—	—	3	7	10	1
Undertime,	11	—	—	—	—	2	8	1	—
Time-workers,	4	—	—	—	—	—	2	2	—
Three-shift workers,	34	—	—	—	—	5	17	12	—
Piece-workers,	1	—	—	—	—	—	—	1	—
Piece-workers,	1	—	—	—	—	—	—	—	1
Loftmen.									
Full time,	236	2	6	20	21	225	20	4	—
Overtime,	187	1	5	16	13	137	11	4	—
Undertime,	54	—	—	3	7	41	3	—	—
Time-workers,	57	1	1	1	1	47	6	—	—
Two-shift workers,	255	2	2	20	17	209	5	—	—
Three-shift workers,	15	—	4	—	4	7	—	—	—
Piece-workers,	22	—	—	—	—	8	14	—	—
Piece-workers,	6	—	—	—	—	1	1	4	—
Machine Tenders.									
Full time,	562	—	2	8	—	44	59	244	205
Overtime,	331	—	1	6	—	22	28	156	118
Undertime,	149	—	—	1	—	15	17	65	51
Time-workers,	82	—	1	1	—	7	14	23	36
Two-shift workers,	53	—	1	8	—	6	6	24	8
Three-shift workers,	147	—	1	—	—	24	40	80	2
Piece-workers,	360	—	—	—	—	12	13	140	195
Piece-workers,	2	—	—	—	—	2	—	—	—
Overlookers.									
Full time,	14	1	—	1	2	10	—	—	—
Overtime,	12	—	—	—	2	10	—	—	—
Undertime,	2	1	—	1	—	—	—	—	—
Time-workers,	14	1	—	1	2	10	—	—	—
Paper Goods Workers.									
Full time,	16	1	1	4	1	3	4	2	—
Overtime,	6	1	—	1	1	2	1	—	—
Undertime,	4	—	1	—	—	1	1	1	—
Time-workers,	6	—	—	3	—	—	2	1	—
Piece-workers,	16	1	1	4	1	3	4	2	—
Platemmen.									
Full time,	36	—	—	1	2	60	22	6	7
Overtime,	77	—	—	—	1	53	14	4	5
Undertime,	7	—	—	—	1	2	4	—	—
Time-workers,	14	—	—	1	—	5	4	2	2
Piece-workers,	83	—	—	1	2	60	16	2	2
Piece-workers,	15	—	—	—	—	—	6	4	5

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR —							
		10 but under 14 cents	14 but under 18 cents	18 but under 22 cents	22 but under 26 cents	26 but under 30 cents	30 but under 34 cents	34 but under 40 cents	40 cents and over
Pulp-Mill Employees, n. e. s.	115	—	10	73	6	24	2	—	—
Full time,	42	—	9	23	4	6	—	—	—
Overtime,	59	—	—	39	2	17	1	—	—
Undertime,	14	—	1	11	—	1	1	—	—
Time-workers,	94	—	8	67	4	15	—	—	—
Two-shift workers,	12	—	2	6	—	2	2	—	—
Three-shift workers,	9	—	—	—	2	7	—	—	—
Rag Cutters.	69	1	2	4	22	20	—	1	—
Full time,	44	1	—	3	21	18	—	1	—
Overtime,	11	—	2	—	8	1	—	—	—
Undertime,	5	—	—	1	3	1	—	—	—
Time-workers,	59	1	2	4	22	20	—	—	—
Piece-workers,	1	—	—	—	—	—	—	1	—
Rag-Room Foremen.	57	—	—	1	—	6	7	37	6
Full time,	47	—	—	1	—	4	6	30	6
Overtime,	7	—	—	—	—	1	1	5	—
Undertime,	3	—	—	—	—	1	—	2	—
Time-workers,	57	—	—	1	—	6	7	37	6
Rag Sorters.	37	1	1	8	2	22	3	—	—
Full time,	13	1	1	7	2	2	—	—	—
Overtime,	1	—	—	—	—	1	—	—	—
Undertime,	23	—	—	1	—	19	3	—	—
Time-workers,	37	1	1	8	2	22	3	—	—
Rag-Room Employees, n. e. s.	173	1	3	57	71	38	3	—	—
Full time,	94	1	2	20	42	26	3	—	—
Overtime,	50	—	—	31	8	11	—	—	—
Undertime,	29	—	1	6	21	1	—	—	—
Time-workers,	170	1	3	57	71	38	—	—	—
Three-shift workers,	3	—	—	—	—	—	3	—	—
Reel Boys.	121	4	4	6	50	57	—	—	—
Full time,	64	—	4	3	29	28	—	—	—
Overtime,	32	1	—	1	10	20	—	—	—
Undertime,	25	3	—	2	11	9	—	—	—
Time-workers,	16	—	1	4	11	—	—	—	—
Two-shift workers,	11	4	3	2	1	1	—	—	—
Three-shift workers,	94	—	—	—	38	56	—	—	—
Rulers.	25	—	—	—	—	3	5	15	2
Full time,	16	—	—	—	—	3	2	10	1
Overtime,	5	—	—	—	—	—	2	2	1
Undertime,	4	—	—	—	—	—	1	3	—
Time-workers,	25	—	—	—	—	3	5	15	2
Screenmen.	32	3	2	3	—	16	3	—	—
Full time,	8	—	2	1	—	4	1	—	—
Overtime,	16	6	—	—	—	9	1	—	—
Undertime,	8	2	—	2	—	3	1	—	—
Two-shift workers,	14	8	2	1	—	3	—	—	—
Three-shift workers,	18	—	—	2	—	13	3	—	—

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		10 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 but under 30 cents	30 but under 40 cents	40 cents and over
Shaving Sorters.	44	-	-	18	7	17	1	-	1
Full time,	32	-	-	11	5	15	1	-	-
Overtime,	1	-	-	-	-	1	-	-	-
Undertime,	11	-	-	7	2	1	-	-	1
Time-workers,	39	-	-	18	7	12	1	-	1
Three-shift workers,	5	-	-	-	-	5	-	-	-
Sise Makers.	96	-	1	4	10	37	13	6	-
Full time,	54	-	1	4	12	36	7	4	-
Overtime,	10	-	-	-	5	8	5	1	-
Undertime,	7	-	-	-	2	3	1	1	-
Time-workers,	77	-	1	3	17	37	13	6	-
Two-shift workers,	3	-	-	1	2	-	-	-	-
Third Hands.	168	4	24	29	22	90	8	-	-
Full time,	89	3	18	15	11	42	-	-	-
Overtime,	54	-	3	3	8	33	7	-	-
Undertime,	25	1	3	2	3	15	1	-	-
Time-workers,	3	-	-	-	2	1	-	-	-
Two-shift workers,	48	4	24	19	1	-	-	-	-
Three-shift workers,	117	-	-	1	10	89	8	-	-
Trimmers.	122	-	-	-	9	42	63	8	-
Full time,	92	-	-	-	8	34	45	5	-
Overtime,	17	-	-	-	-	6	9	2	-
Undertime,	13	-	-	-	1	2	9	1	-
Time-workers,	119	-	-	-	9	42	63	5	-
Piece-workers,	3	-	-	-	-	-	-	3	-
Trimmers' Helpers.	20	1	1	5	6	6	1	-	-
Full time,	15	1	1	3	6	4	-	-	-
Overtime,	1	-	-	-	-	1	-	-	-
Undertime,	4	-	-	2	-	1	1	-	-
Time-workers,	20	1	1	5	6	6	1	-	-
Washermen.	161	-	2	23	9	55	60	6	-
Full time,	131	-	2	20	7	45	51	6	-
Overtime,	18	-	-	2	1	5	10	-	-
Undertime,	12	-	-	1	1	5	5	-	-
Time-workers,	5	-	-	2	1	-	2	-	-
Two-shift workers,	45	-	2	21	5	15	2	-	-
Three-shift workers,	111	-	-	-	3	40	62	6	-
Washermen's Helpers.	117	-	3	2	7	105	-	-	-
Full time,	97	-	2	2	5	88	-	-	-
Overtime,	4	-	1	-	-	3	-	-	-
Undertime,	16	-	-	-	2	14	-	-	-
Time-workers,	1	-	-	-	-	1	-	-	-
Two-shift workers,	16	-	3	2	2	9	-	-	-
Three-shift workers,	100	-	-	-	5	95	-	-	-
Winders.	70	2	-	22	13	21	2	-	-
Full time,	55	-	-	24	12	18	1	-	-
Overtime,	8	-	-	5	1	1	1	-	-
Undertime,	7	2	-	3	-	2	-	-	-
Time-workers,	46	2	-	26	11	6	1	-	-
Two-shift workers,	8	-	-	6	2	-	-	-	-
Three-shift workers,	16	-	-	-	-	15	1	-	-

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		10 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 but under 30 cents	30 but under 40 cents	40 cents and over
Other Occupations.	151	16	16	17	27	37	17	20	7
Full time,	88	—	10	7	19	26	11	11	4
Overtime,	37	5	—	4	4	9	4	9	2
Undertime,	26	5	6	6	4	2	2	—	1
Time-workers,	98	5	7	17	24	28	5	9	3
Two-shift workers,	19	5	9	—	—	—	3	1	1
Three-shift workers,	29	—	—	—	3	9	7	10	—
Piece-workers,	5	—	—	—	—	—	2	—	3
Under 16 Years of Age.	57	24	20	7	—	—	—	—	—
Full time,	40	16	18	6	—	—	—	—	—
Undertime,	17	8	8	1	—	—	—	—	—
Time-workers,	53	24	21	7	—	—	—	—	—
Full time,	39	16	17	6	—	—	—	—	—
Undertime,	13	8	4	1	—	—	—	—	—
Three-shift workers,	1	—	1	—	—	—	—	—	—
Undertime,	1	—	1	—	—	—	—	—	—
Piece-workers,	4	—	4	—	—	—	—	—	—
Full time,	1	—	1	—	—	—	—	—	—
Undertime,	3	—	3	—	—	—	—	—	—
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	601	117	52	114	119	213	52	31	3
16 Years of Age and Over.	587	118	48	118	119	210	52	31	3
Full time,	296	11	21	54	46	105	36	22	1
Overtime,	162	—	17	41	40	46	12	5	1
Undertime,	129	11	10	17	33	59	4	4	1
Time-workers,	554	118	40	107	119	197	50	28	3
Full time,	279	11	17	52	46	98	36	18	1
Overtime,	155	—	17	40	40	42	10	5	1
Undertime,	120	11	6	15	33	57	4	3	1
Two-shift workers,	18	—	8	1	—	3	—	—	—
Full time,	5	—	4	—	—	1	—	—	—
Overtime,	3	—	—	1	—	2	—	—	—
Undertime,	4	—	4	—	—	—	—	—	—
Three-shift workers,	9	—	—	4	—	3	2	—	—
Full time,	3	—	—	2	—	1	—	—	—
Overtime,	3	—	—	—	—	1	2	—	—
Undertime,	3	—	—	2	—	1	—	—	—
Piece-workers,	18	—	—	—	—	7	—	5	—
Full time,	9	—	—	—	—	5	—	4	—
Overtime,	1	—	—	—	—	1	—	—	—
Undertime,	2	—	—	—	—	1	—	1	—
Clerks.	31	—	—	1	2	10	10	8	—
Full time,	24	—	—	1	2	6	9	6	—
Overtime,	3	—	—	—	—	3	—	—	—
Undertime,	4	—	—	—	—	1	1	2	—
Time-workers,	29	—	—	1	2	10	10	6	—
Piece-workers,	2	—	—	—	—	—	—	2	—
Laborers.	179	—	22	55	51	50	1	—	—
Full time,	68	—	10	29	9	19	1	—	—
Overtime,	58	—	8	19	25	6	—	—	—
Undertime,	53	—	4	7	17	25	—	—	—
Time-workers,	170	—	14	54	51	50	1	—	—
Two-shift workers,	9	—	8	1	—	—	—	—	—

¹ Includes one worker who earned less than 10 cents an hour.

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		16 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 but under 30 cents	30 but under 40 cents	40 cents and over
Packers.	74	-	10	4	3	35	11	6	-
Full time,	51	-	5	1	5	25	10	5	-
Overtime,	14	-	3	3	1	6	-	1	-
Undertime,	9	-	2	-	2	4	1	-	-
Time-workers,	71	-	10	4	8	32	11	6	-
Piece-workers,	3	-	-	-	-	3	-	-	-
Sealers.	50	1	3	4	18	29	1	3	-
Full time,	37	1	-	2	12	19	1	2	-
Overtime,	10	-	2	2	-	6	-	-	-
Undertime,	12	-	1	-	6	4	-	1	-
Time-workers,	54	1	3	4	18	27	1	-	-
Piece-workers,	5	-	-	-	-	2	-	3	-
Shippers.	51	-	-	-	-	24	16	10	1
Full time,	32	-	-	-	-	13	12	7	-
Overtime,	14	-	-	-	-	7	3	3	1
Undertime,	5	-	-	-	-	4	1	-	-
Time-workers,	49	-	-	-	-	22	16	10	1
Piece-workers,	2	-	-	-	-	2	-	-	-
Shippers' Helpers.	45	-	-	13	18	13	-	1	-
Full time,	21	-	-	6	9	6	-	-	-
Overtime,	15	-	-	4	5	6	-	-	-
Undertime,	9	-	-	3	4	1	-	1	-
Time-workers,	45	-	-	13	18	13	-	1	-
Truckmen.	65	¹ 1	8	12	14	26	3	-	1
Full time,	19	-	3	2	4	9	1	-	-
Overtime,	20	-	2	7	7	3	1	-	-
Undertime,	26	¹ 1	3	3	3	14	1	-	1
Time-workers,	65	¹ 1	8	12	14	26	3	-	1
Other Occupations.	83	10	5	23	8	23	10	3	1
Full time,	44	10	3	13	5	8	2	2	1
Overtime,	28	-	2	6	2	9	8	1	-
Undertime,	11	-	-	4	1	6	-	-	-
Time-workers,	71	10	5	19	8	17	8	3	1
Two-shift workers,	3	-	-	-	-	3	-	-	-
Three-shift workers,	9	-	-	4	-	3	2	-	-
Under 16 Years of Age.	14	5	4	3	-	3	-	-	-
Full time,	10	3	4	2	-	1	-	-	-
Overtime,	2	-	-	-	-	2	-	-	-
Undertime,	2	2	-	-	-	-	-	-	-
Time-workers,	13	5	4	3	-	3	-	-	-
Full time,	9	3	4	2	-	-	-	-	-
Overtime,	2	-	-	-	-	2	-	-	-
Undertime,	2	2	-	-	-	-	-	-	-
Piece-workers,	1	-	-	-	-	1	-	-	-
Full time,	1	-	-	-	-	1	-	-	-

¹ Includes one worker who earned less than 10 cents an hour.

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Num- ber of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR—								
		10 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 but under 30 cents	30 but under 40 cents	40 cents and over	
POWER, MECHANICAL, AND YARD FORCE.	2,159	10	54	321	239	579	421	399	86	
16 Years of Age and Over.	2,155	7	54	390	239	579	421	399	86	
Full time,	1,117	4	41	160	158	298	201	171	54	
Overtime,	775	—	6	102	67	206	176	190	26	
Undertime,	263	3	7	58	34	75	44	38	4	
Time-workers,	1,603	4	41	296	254	413	364	354	77	
Full time,	795	3	32	155	159	210	107	83	46	
Overtime,	600	—	3	86	63	150	133	138	27	
Undertime,	208	1	6	55	32	53	24	33	4	
Two-shift workers,	136	3	13	18	34	36	27	4	1	
Full time,	82	1	9	5	29	17	17	3	1	
Overtime,	41	—	3	10	4	16	8	—	—	
Undertime,	13	2	1	3	1	3	2	1	—	
Three-shift workers,	413	—	—	6	1	127	130	141	8	
Full time,	237	—	—	—	—	68	77	85	7	
Overtime,	134	—	—	6	—	40	35	52	1	
Undertime,	42	—	—	—	1	19	18	4	—	
Piece-workers,	3	—	—	—	—	3	—	—	—	
Full time,	3	—	—	—	—	3	—	—	—	
Boxmakers.	23	—	3	10	12	43	13	1	—	
Full time,	69	—	3	8	10	36	11	1	—	
Overtime,	7	—	—	—	2	4	1	—	—	
Undertime,	6	—	—	2	—	3	1	—	—	
Time-workers,	79	—	3	10	12	40	13	1	—	
Piece-workers,	3	—	—	—	—	3	—	—	—	
Boxmakers' Helpers.	23	1	1	8	3	10	—	—	—	
Full time,	18	1	—	3	6	8	—	—	—	
Overtime,	6	—	1	5	—	—	—	—	—	
Undertime,	4	—	—	—	2	2	—	—	—	
Time-workers,	28	1	1	8	8	10	—	—	—	
Carpenters.	56	—	—	—	2	15	26	13	—	
Full time,	16	—	—	—	—	5	10	1	—	
Overtime,	33	—	—	—	2	6	13	12	—	
Undertime,	7	—	—	—	—	4	3	—	—	
Time-workers,	56	—	—	—	2	15	26	13	—	
Engineers.	174	—	—	1	3	25	48	74	23	
Full time,	111	—	—	1	2	16	31	42	19	
Overtime,	57	—	—	—	1	9	17	26	4	
Undertime,	6	—	—	—	—	—	—	6	—	
Time-workers,	76	—	—	1	3	11	20	27	14	
Two-shift workers,	24	—	—	—	—	7	13	3	1	
Three-shift workers,	74	—	—	—	—	7	15	44	8	
Engineers' Helpers.	90	—	3	8	5	66	8	—	—	
Full time,	40	—	2	—	2	33	3	—	—	
Overtime,	46	—	1	8	2	30	5	—	—	
Undertime,	4	—	—	—	1	3	—	—	—	
Time-workers,	39	—	1	4	4	25	5	—	—	
Two-shift workers,	13	—	2	4	1	6	—	—	—	
Three-shift workers,	38	—	—	—	—	35	3	—	—	

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		10 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 but under 30 cents	30 but under 40 cents	40 cents and over
Firemen.	296	—	—	11	18	39	132	96	—
Full time,	169	—	—	4	18	18	68	61	—
Overtime,	95	—	—	4	—	17	42	32	—
Undertime,	32	—	—	3	—	4	22	3	—
Time-workers,	40	—	—	4	2	11	18	5	—
Two-shift workers,	59	—	—	7	16	21	14	1	—
Three-shift workers,	197	—	—	—	—	7	100	90	—
Firemen's Helpers.	200	3	16	37	29	102	12	1	—
Full time,	95	1	12	14	23	38	7	—	—
Overtime,	78	—	3	20	4	45	5	1	—
Undertime,	27	2	1	3	2	19	—	—	—
Time-workers,	65	—	5	24	11	24	—	1	—
Two-shift workers,	38	3	11	7	17	—	—	—	—
Three-shift workers,	97	—	—	6	1	78	12	—	—
Machinists.	75	—	—	—	—	9	24	39	3
Full time,	18	—	—	—	—	2	5	9	2
Overtime,	46	—	—	—	—	6	15	24	1
Undertime,	11	—	—	—	—	1	4	6	—
Time-workers,	75	—	—	—	—	9	24	39	3
Millwrights.	267	—	—	—	—	21	75	122	49
Full time,	97	—	—	—	—	7	26	36	28
Overtime,	147	—	—	—	—	12	44	72	19
Undertime,	23	—	—	—	—	2	5	14	2
Time-workers,	260	—	—	—	—	21	75	115	49
Three-shift workers,	7	—	—	—	—	—	—	7	—
Millwrights' Helpers.	67	1	1	8	19	29	9	—	—
Full time,	32	—	1	3	10	16	2	—	—
Overtime,	23	—	—	4	5	9	5	—	—
Undertime,	12	1	—	1	4	4	2	—	—
Time-workers,	67	1	1	8	19	29	9	—	—
Painters.	24	—	—	1	2	10	8	3	—
Full time,	12	—	—	1	2	5	3	1	—
Overtime,	7	—	—	—	—	3	3	1	—
Undertime,	5	—	—	—	—	2	2	1	—
Time-workers,	24	—	—	1	2	10	8	3	—
Pipers.	36	—	—	—	—	3	13	19	1
Full time,	2	—	—	—	—	—	—	2	—
Overtime,	31	—	—	—	—	3	12	15	1
Undertime,	3	—	—	—	—	—	1	2	—
Time-workers,	36	—	—	—	—	3	13	19	1
Teamsters.	74	—	1	11	10	48	4	—	—
Full time,	43	—	1	6	6	26	4	—	—
Overtime,	26	—	—	5	4	17	—	—	—
Undertime,	5	—	—	—	—	5	—	—	—
Time-workers,	74	—	1	11	10	48	4	—	—

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Males—Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		10 but under 14 cents	14 but under 18 cents	18 but under 22 cents	22 but under 26 cents	26 but under 30 cents	30 but under 34 cents	34 but under 40 cents	40 cents and over
Watchmen.	84	1	7	23	17	29	5	2	-
Full time,	67	1	6	19	15	19	5	2	-
Overtime,	6	-	1	1	-	4	-	-	-
Undertime,	11	-	-	3	2	6	-	-	-
Time-workers,	84	1	7	23	17	29	5	2	-
Yard Foremen.	41	-	-	-	2	11	14	10	4
Full time,	32	-	-	-	2	8	10	9	3
Overtime,	7	-	-	-	-	2	4	-	1
Undertime,	2	-	-	-	-	1	-	1	-
Time-workers,	41	-	-	-	2	11	14	10	4
Yardmen.	431	1	15	184	153	76	2	-	-
Full time,	242	1	10	92	89	49	1	-	-
Overtime,	103	-	-	48	41	13	1	-	-
Undertime,	86	-	5	44	23	14	-	-	-
Time-workers,	431	1	15	184	153	76	2	-	-
Other Occupations.	130	-	7	18	9	43	23	19	6
Full time,	54	-	6	9	3	12	15	7	2
Overtime,	57	-	-	7	6	26	9	7	2
Undertime,	19	-	1	2	-	5	4	5	2
Time-workers,	128	-	7	18	9	41	23	19	6
Two-shift workers,	2	-	-	-	-	2	-	-	-
Under 16 Years of Age.	4	3	-	1	-	-	-	-	-
Full time,	4	3	-	1	-	-	-	-	-
Time-workers,	4	3	-	1	-	-	-	-	-
Full time,	4	3	-	1	-	-	-	-	-

Females.

OCCUPATION CLASSIFICATION.	Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		Under 10 cents	10 but under 12 cents	12 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 cents and over
ALL OCCUPATIONS.	3,542	51	674	1,308	676	436	225	145	27
Under 16 years of age,	75	9	44	14	6	1	1	-	-
16 years of age and over,	3,467	42	630	1,294	670	435	224	145	27
Full time,	1,996	30	376	781	429	239	103	29	9
Overtime,	38	-	-	27	8	3	-	-	-
Undertime,	1,508	21	298	500	239	194	122	116	18
Time-workers,	1,601	20	584	1,088	516	287	77	25	4
Full time,	1,782	14	368	721	379	204	72	21	3
Overtime,	36	-	-	27	7	2	-	-	-
Undertime,	783	6	216	340	130	81	5	4	1
Piece-workers,	941	31	90	220	160	149	148	120	22
Full time,	214	16	8	60	50	35	31	8	6
Overtime,	2	-	-	-	1	1	-	-	-
Undertime,	725	15	82	160	109	113	117	112	17

TABLE B.—ACTUAL HOURLY EARNINGS—CONTINUED.

Females—Continued.

OCCUPATION CLASSIFICATION.	Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		Under 10 cents	10 but under 12 cents	12 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 cents and over
PRODUCTIVE OCCUPATIONS.	3,493	50	664	1,292	666	432	223	140	26
16 Years of Age and Over.	3,418	41	680	1,278	660	431	222	140	26
Full time,	1,921	23	347	759	419	237	101	26	9
Overtime,	37	—	—	27	7	3	—	—	—
Undertime,	1,460	18	273	492	234	191	121	114	17
Time-workers,	2,486	14	530	1,058	503	283	75	80	3
Full time,	1,710	10	339	699	369	202	70	18	3
Overtime,	35	—	—	27	6	2	—	—	—
Undertime,	741	4	191	332	128	79	5	2	—
Piece-workers,	832	27	90	230	157	148	147	120	23
Full time,	211	13	8	60	50	35	31	8	6
Overtime,	2	—	—	—	1	1	—	—	—
Undertime,	719	14	82	160	106	112	116	112	17
Calendar girls.	376	—	25	12	89	212	23	14	—
Full time,	200	—	22	7	23	143	5	—	—
Overtime,	2	—	—	—	—	2	—	—	—
Undertime,	174	—	3	5	66	68	18	14	—
Time-workers,	303	—	22	6	72	200	3	—	—
Piece-workers,	73	—	3	6	17	13	20	14	—
Counters.	54	—	2	6	14	13	6	4	9
Full time,	39	—	2	3	12	10	3	3	6
Undertime,	15	—	—	3	2	3	3	1	3
Time-workers,	43	—	2	5	14	13	5	3	1
Piece-workers,	11	—	—	1	—	—	1	1	8
Cutters' Helpers, Paper.	269	—	51	85	125	6	1	1	—
Full time,	197	—	40	66	87	4	—	—	—
Overtime,	4	—	—	—	4	—	—	—	—
Undertime,	68	—	11	19	34	2	1	1	—
Time-workers,	258	—	51	85	119	3	—	—	—
Piece-workers,	11	—	—	—	6	3	1	1	—
Finishers.	86	1	8	59	10	5	1	1	1
Full time,	46	—	2	37	5	2	—	—	—
Undertime,	40	1	6	22	5	3	1	1	1
Time-workers,	79	1	8	59	8	2	—	1	—
Piece-workers,	7	—	—	—	2	3	1	—	.1
Finishing Department Employees, n. e. s.	30	—	1	9	19	1	—	—	—
Full time,	21	—	—	7	13	1	—	—	—
Undertime,	9	—	1	2	6	—	—	—	—
Time-workers,	30	—	1	9	19	1	—	—	—
Flat Sorters.	585	16	244	176	75	56	10	6	2
Full time,	331	7	143	90	56	30	3	1	1
Overtime,	2	—	—	—	2	—	—	—	—
Undertime,	252	9	101	86	17	26	7	5	1
Time-workers,	480	10	229	147	54	37	2	1	—
Piece-workers,	105	6	15	29	21	19	8	5	2

TABLE B. — ACTUAL HOURLY EARNINGS — CONTINUED.

Females — Continued.

OCCUPATION CLASSIFICATION.	Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —							
		Under 10 cents	10 but under 12 cents	12 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 cents and over
Overlookers.	251	-	1	179	27	10	31	3	-
Full time,	165	-	1	104	18	9	31	2	-
Overtime,	1	-	-	-	1	-	-	-	-
Undertime,	85	-	-	75	8	1	-	1	-
Time-workers,	251	-	1	179	27	10	31	3	-
Paper Goods Workers.	12	-	5	7	-	-	-	-	-
Full time,	11	-	4	7	-	-	-	-	-
Undertime,	1	-	1	-	-	-	-	-	-
Time-workers,	12	-	5	7	-	-	-	-	-
Plater Girls.	572	2	63	245	140	33	40	37	12
Full time,	311	2	27	146	108	3	17	8	-
Undertime,	261	-	36	99	32	30	23	29	12
Time-workers,	368	-	42	200	114	3	-	-	-
Piece-workers,	204	2	21	36	26	30	40	37	12
Rag Cutters.	348	13	84	89	36	32	97	48	-
Full time,	121	11	12	28	14	15	41	-	-
Overtime,	23	-	-	22	-	1	-	-	-
Undertime,	204	7	22	39	16	16	56	48	-
Time-workers,	104	-	12	54	1	4	33	-	-
Piece-workers,	244	18	22	35	29	28	64	48	-
Rag-Room Employees, n. e. s.	12	-	12	-	-	-	-	-	-
Full time,	11	-	11	-	-	-	-	-	-
Undertime,	1	-	1	-	-	-	-	-	-
Time-workers,	12	-	12	-	-	-	-	-	-
Rag Sorters.	750	4	172	309	129	54	12	19	-
Full time,	426	3	82	242	75	14	1	9	-
Overtime,	5	-	-	5	-	-	-	-	-
Undertime,	319	1	90	122	45	40	11	10	-
Time-workers,	491	3	143	268	65	3	-	9	-
Piece-workers,	259	1	29	101	65	51	12	10	-
Shaving Sorters.	32	-	-	28	4	-	-	-	-
Full time,	10	-	-	8	2	-	-	-	-
Undertime,	22	-	-	20	2	-	-	-	-
Time-workers,	19	-	-	16	3	-	-	-	-
Piece-workers,	13	-	-	12	1	-	-	-	-
Other Occupations.	41	-	2	14	7	3	1	7	2
Full time,	32	-	1	14	6	6	-	3	2
Undertime,	9	-	1	-	1	2	1	4	-
Time-workers,	36	-	2	14	7	7	1	3	2
Piece-workers,	5	-	-	-	-	1	-	4	-
Under 16 Years of Age.	75	9	44	14	6	1	1	-	-
Full time,	42	7	22	11	2	-	-	-	-
Undertime,	33	2	22	3	4	1	1	-	-
Time-workers,	66	5	44	14	3	-	-	-	-
Full time,	39	4	22	11	2	-	-	-	-
Undertime,	27	1	22	3	1	-	-	-	-
Piece-workers,	9	4	-	-	3	1	1	-	-
Full time,	3	3	-	-	-	-	-	-	-
Undertime,	6	1	-	-	3	1	1	-	-

TABLE B.—ACTUAL HOURLY EARNINGS—CONCLUDED.

Females—Concluded.

OCCUPATION CLASSIFICATION.	Num- ber of Em- ployees	NUMBER OF EMPLOYEES EARNING AN HOUR—							
		Under 10 cents	10 but under 12 cents	12 but under 14 cents	14 but under 16 cents	16 but under 18 cents	18 but under 20 cents	20 but under 25 cents	25 cents and over
GENERAL OCCUPATIONS, PRODUCING DEPART- MENTS.	49	1	10	16	10	4	2	5	1
16 Years of Age and Over.	49	1	10	16	10	4	2	5	1
Full time,	33	—	7	11	8	2	2	3	—
Overtime,	1	—	—	—	1	—	—	—	—
Undertime,	15	1	3	5	1	2	—	2	1
Time-workers,	49	1	10	16	10	4	2	5	1
Full time,	33	—	7	11	8	2	2	3	—
Overtime,	1	—	—	—	1	—	—	—	—
Undertime,	15	1	3	5	1	2	—	2	1
Labelers.	20	1	3	6	4	1	—	—	—
Full time,	14	—	5	5	3	1	—	—	—
Undertime,	6	1	3	1	1	—	—	—	—
Time-workers,	20	1	3	6	4	1	—	—	—
Sealers.	15	—	—	4	4	2	2	2	1
Full time,	9	—	—	3	3	—	2	1	—
Overtime,	1	—	—	—	1	—	—	—	—
Undertime,	5	—	—	1	—	2	—	1	1
Time-workers,	15	—	—	4	4	2	2	2	1
Other Occupations.	14	—	2	6	2	1	—	3	—
Full time,	10	—	2	3	2	1	—	2	—
Undertime,	4	—	—	3	—	—	—	1	—
Time-workers,	14	—	2	6	2	1	—	3	—

TABLE C.—CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK.

Both Sexes.

OCCUPATION CLASSI- FICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
ALL OCCUPATIONS.	C	12,871	54.2	2,842	1,403	5,017	2,251	1,237	1,948	73
	A	12,843	53.4	3,675	1,564	2,423	2,162	827	1,715	472
Full time,	C, A	7,622	54.5	1,700	634	2,343	1,490	666	734	55
Overtime,	A	2,302	64.6	—	181	66	543	153	945	414
Undertime,	A	2,919	41.7	1,975	749	19	129	8	36	3
Time-workers,	C	7,763	55.1	104	873	3,677	2,013	876	167	53
Time-workers,	A	7,745	54.1	1,142	1,014	2,226	1,715	554	817	277
Two-shift workers,	C	1,254	64.3	—	—	—	—	356	878	20
Two-shift workers,	A	1,254	64.2	79	16	2	24	216	756	161
Three-shift workers,	C	2,832	48.5	2,809	39	—	181	3	—	—
Three-shift workers,	A	2,832	49.2	1,983	212	18	398	55	132	24
Piece-workers,	C	2,022	52.4	129	401	1,340	57	2	3	—
Piece-workers,	A	1,012	46.7	471	322	182	25	2	10	—

TABLE C.—CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK—CON.

Males.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
ALL OCCUPATIONS.	C	9,331	54.8	2,628	399	1,731	2,315	1,237	1,048	73
	A	9,301	55.3	2,549	723	888	2,127	827	1,715	472
Under 16 years of age, . . .	C	75	53.4	1	31	42	1	-	-	-
Under 16 years of age, . . .	A	75	49.5	15	27	30	1	-	2	-
16 years of age and over, . .	C	9,256	54.8	2,627	368	1,689	2,214	1,237	1,048	73
16 years of age and over, . .	A	9,226	55.3	2,534	696	858	2,126	827	1,713	472
Full time,	C, A	5,626	54.9	1,623	253	840	1,455	666	734	55
Overtime,	A	2,264	64.7	-	180	29	543	153	945	414
Undertime,	A	1,411	41.5	926	290	19	129	8	86	3
<i>Time-workers,</i>	<i>C</i>	<i>5,144</i>	<i>56.0</i>	<i>16</i>	<i>347</i>	<i>1,708</i>	<i>1,977</i>	<i>876</i>	<i>167</i>	<i>57</i>
<i>Time-workers,</i>	<i>A</i>	<i>5,144</i>	<i>56.5</i>	<i>480</i>	<i>483</i>	<i>863</i>	<i>1,680</i>	<i>554</i>	<i>817</i>	<i>437</i>
Full time,	C, A	2,943	56.2	6	217	826	1,288	454	112	40
Overtime,	A	1,333	65.7	-	4	12	291	100	692	294
Undertime,	A	868	43.2	474	262	15	101	-	13	3
<i>Two-shift workers,</i>	<i>C</i>	<i>1,254</i>	<i>64.3</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>356</i>	<i>878</i>	<i>80</i>
<i>Two-shift workers,</i>	<i>A</i>	<i>1,254</i>	<i>64.8</i>	<i>79</i>	<i>16</i>	<i>3</i>	<i>24</i>	<i>216</i>	<i>768</i>	<i>161</i>
Full time,	C, A	842	64.1	-	-	-	-	208	619	15
Overtime,	A	260	75.7	-	-	-	-	-	114	146
Undertime,	A	152	44.7	79	16	2	24	8	23	-
<i>Three-shift workers,</i>	<i>C</i>	<i>2,838</i>	<i>48.5</i>	<i>2,809</i>	<i>39</i>	<i>-</i>	<i>181</i>	<i>3</i>	<i>-</i>	<i>-</i>
<i>Three-shift workers,</i>	<i>A</i>	<i>2,838</i>	<i>49.2</i>	<i>1,983</i>	<i>218</i>	<i>18</i>	<i>398</i>	<i>55</i>	<i>132</i>	<i>34</i>
Full time,	C, A	1,795	48.6	1,614	33	-	146	2	-	-
Overtime,	A	660	58.5	-	176	17	248	53	122	34
Undertime,	A	377	35.9	369	3	1	4	-	-	-
<i>Piece-workers,</i>	<i>C</i>	<i>101</i>	<i>55.8</i>	<i>3</i>	<i>13</i>	<i>23</i>	<i>57</i>	<i>2</i>	<i>3</i>	<i>-</i>
<i>Piece-workers,</i>	<i>A</i>	<i>71</i>	<i>55.4</i>	<i>7</i>	<i>18</i>	<i>15</i>	<i>25</i>	<i>2</i>	<i>10</i>	<i>-</i>
Full time,	C, A	46	56.2	3	3	14	21	2	3	-
Overtime,	A	11	62.1	-	-	-	4	-	7	-
Undertime,	A	14	47.3	4	9	1	-	-	-	-
PRODUCTIVE OCCUPATIONS.	C	6,566	54.1	2,577	329	972	1,239	788	867	3
	A	6,541	53.9	2,230	567	587	1,264	590	1,194	229
16 Years of Age and Over, . .	C	6,509	54.1	2,576	298	948	1,239	788	867	3
16 Years of Age and Over, . .	A	6,484	54.0	2,516	541	670	1,264	590	1,194	229
Full time,	C, A	4,159	54.1	1,518	180	536	559	457	606	3
Overtime,	A	1,325	68.5	-	170	24	334	95	476	26
Undertime,	A	1,000	40.8	698	191	10	71	8	22	-
<i>Time-workers,</i>	<i>C</i>	<i>2,918</i>	<i>55.4</i>	<i>7</i>	<i>256</i>	<i>228</i>	<i>1,190</i>	<i>457</i>	<i>79</i>	<i>1</i>
<i>Time-workers,</i>	<i>A</i>	<i>2,918</i>	<i>54.9</i>	<i>298</i>	<i>380</i>	<i>540</i>	<i>1,087</i>	<i>318</i>	<i>328</i>	<i>5</i>
Full time,	C, A	1,817	55.4	3	151	594	533	258	47	1
Overtime,	A	376	64.2	-	3	8	146	60	273	8
Undertime,	A	525	42.9	295	172	8	48	-	2	-
<i>Two-shift workers,</i>	<i>C</i>	<i>1,108</i>	<i>63.8</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>329</i>	<i>775</i>	<i>1</i>
<i>Two-shift workers,</i>	<i>A</i>	<i>1,108</i>	<i>63.6</i>	<i>70</i>	<i>13</i>	<i>1</i>	<i>25</i>	<i>205</i>	<i>676</i>	<i>114</i>
Full time,	C, A	755	63.6	-	-	-	-	197	555	3
Overtime,	A	216	75.2	-	-	-	-	-	100	114
Undertime,	A	135	44.7	70	13	1	23	8	20	-
<i>Three-shift workers,</i>	<i>C</i>	<i>2,409</i>	<i>48.0</i>	<i>2,366</i>	<i>33</i>	<i>-</i>	<i>10</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>Three-shift workers,</i>	<i>A</i>	<i>2,409</i>	<i>48.4</i>	<i>1,843</i>	<i>184</i>	<i>18</i>	<i>301</i>	<i>35</i>	<i>96</i>	<i>24</i>
Full time,	C, A	1,555	48.0	1,512	27	-	16	-	-	-
Overtime,	A	523	57.8	-	167	16	185	35	96	24
Undertime,	A	331	35.7	331	-	-	-	-	-	-
<i>Piece-workers,</i>	<i>C</i>	<i>76</i>	<i>55.5</i>	<i>3</i>	<i>9</i>	<i>20</i>	<i>39</i>	<i>2</i>	<i>3</i>	<i>-</i>
<i>Piece-workers,</i>	<i>A</i>	<i>51</i>	<i>56.6</i>	<i>5</i>	<i>8</i>	<i>13</i>	<i>13</i>	<i>2</i>	<i>10</i>	<i>-</i>
Full time,	C, A	32	56.9	3	2	12	10	2	3	-
Overtime,	A	10	62.5	-	-	-	3	-	7	-
Undertime,	A	9	49.3	2	6	1	-	-	-	-

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Backtenders.	C	521	52.5	342	6	10	13	47	103	-
Backtenders.	A	521	53.1	252	52	6	46	25	100	21
Full time,	C, A	317	53.0	197	6	2	10	30	72	-
Overtime,	A	126	61.1	-	41	4	30	5	35	21
Undertime,	A	68	37.1	55	5	-	6	-	2	-
Time-workers,	C	32	56.2	3	-	10	13	6	-	-
Time-workers,	A	32	50.3	5	5	2	14	4	-	2
Two-shift workers,	C	144	62.9	-	-	-	-	41	103	-
Two-shift workers,	A	144	64.0	4	-	-	5	27	91	17
Three-shift workers,	C	345	47.9	339	6	-	-	-	-	-
Three-shift workers,	A	345	48.8	243	47	4	27	4	18	2
Beatermen.	C	536	54.5	260	3	40	2	75	157	1
Beatermen.	A	536	55.1	240	41	3	32	63	120	37
Full time,	C, A	356	54.6	203	3	2	-	50	88	1
Overtime,	A	105	63.7	-	11	-	29	3	26	36
Undertime,	A	75	45.6	37	27	1	3	1	6	-
Time-workers,	C	58	49.7	-	-	49	2	4	3	-
Time-workers,	A	58	47.7	9	25	3	11	4	5	1
Two-shift workers,	C	206	64.4	-	-	-	-	71	124	1
Two-shift workers,	A	206	64.8	9	2	-	3	56	106	30
Three-shift workers,	C	272	48.0	260	3	-	-	-	-	-
Three-shift workers,	A	272	49.4	222	14	-	18	3	9	6
Beatermen's Helpers.	C	735	52.3	512	3	2	2	62	154	-
Beatermen's Helpers.	A	735	51.4	464	16	2	34	53	156	10
Full time,	C, A	555	52.8	372	3	-	-	45	135	-
Overtime,	A	81	61.9	-	10	2	30	8	21	10
Undertime,	A	90	35.4	92	3	-	4	-	-	-
Time-workers,	C	9	58.6	-	-	2	2	5	-	-
Time-workers,	A	9	63.8	-	-	-	-	5	2	2
Two-shift workers,	C	211	63.5	-	-	-	-	57	154	-
Two-shift workers,	A	211	62.2	14	3	-	4	40	143	7
Three-shift workers,	C	515	47.6	512	3	-	-	-	-	-
Three-shift workers,	A	515	46.8	450	13	2	30	8	11	1
Bleacheremen.	C	210	55.4	24	29	52	40	50	6	-
Bleacheremen.	A	207	55.1	35	30	40	38	28	28	8
Full time,	C, A	118	55.1	7	18	39	32	20	2	-
Overtime,	A	54	63.8	-	8	-	6	8	24	8
Undertime,	A	35	42.2	28	4	1	-	-	2	-
Time-workers,	C	144	55.2	-	25	52	40	15	3	-
Time-workers,	A	144	55.3	17	20	40	36	13	16	2
Two-shift workers,	C	38	60.8	-	-	-	-	35	3	-
Two-shift workers,	A	38	57.4	8	3	-	-	11	11	5
Three-shift workers,	C	24	48.0	24	-	-	-	-	-	-
Three-shift workers,	A	24	50.9	10	6	-	2	4	1	1
Piece-workers,	C	4	52.9	-	4	-	-	-	-	-
Piece-workers,	A	1	52.5	-	1	-	-	-	-	-

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Calendermen, Head.	C	20	56.1	2	-	4	10	1	3	-
Calendermen, Head.	A	20	56.2	2	-	3	11	1	3	-
Full time,	C, A	19	56.2	2	-	3	10	1	3	-
Overtime,	A	1	55.0	-	-	-	1	-	-	-
Time-workers,	C	16	55.9	-	-	4	10	1	1	-
Time-workers,	A	16	56.0	-	-	3	11	1	1	-
Two-shift workers,	C	2	65.5	-	-	-	-	-	2	-
Two-shift workers,	A	2	65.5	-	-	-	-	-	2	-
Three-shift workers,	C	2	48.0	2	-	-	-	-	-	-
Three-shift workers,	A	2	48.0	2	-	-	-	-	-	-
Calendermen.	C	224	52.4	116	7	11	62	21	9	-
Calendermen.	A	224	52.5	104	13	6	58	14	29	9
Full time,	C, A	133	51.5	76	4	6	38	7	2	-
Overtime,	A	58	63.3	-	7	-	17	7	18	9
Undertime,	A	33	37.2	28	2	-	3	-	-	-
Time-workers,	C	99	56.7	-	7	11	62	10	9	-
Time-workers,	A	99	56.1	14	6	6	47	7	11	8
Two-shift workers,	C	11	60.0	-	-	-	-	11	-	-
Two-shift workers,	A	11	57.0	2	-	-	-	3	6	-
Three-shift workers,	C	114	48.0	114	-	-	-	-	-	-
Three-shift workers,	A	114	48.8	88	7	-	11	4	3	1
Calendermen's Helpers.	C	172	52.5	60	-	12	43	42	9	-
Calendermen's Helpers.	A	172	51.1	63	8	15	34	27	9	11
Full time,	C, A	98	50.5	36	-	15	22	25	-	-
Overtime,	A	35	65.1	-	5	-	8	2	9	11
Undertime,	A	39	40.0	32	3	-	4	-	-	-
Time-workers,	C	91	53.8	-	-	18	43	21	9	-
Time-workers,	A	91	52.8	14	1	15	28	19	4	10
Two-shift workers,	C	21	60.0	-	-	-	-	21	-	-
Two-shift workers,	A	21	51.4	7	2	-	1	8	3	-
Three-shift workers,	C	60	48.0	60	-	-	-	-	-	-
Three-shift workers,	A	60	48.4	47	5	-	5	-	2	1
Counters.	C	59	54.9	-	2	13	42	2	-	-
Counters.	A	56	54.8	1	7	10	34	2	2	-
Full time,	C, A	37	55.0	-	-	-	25	2	-	-
Overtime,	A	11	58.0	-	-	10	9	-	2	-
Undertime,	A	8	49.5	1	7	-	-	-	-	-
Time-workers,	C	52	54.7	-	2	10	40	-	-	-
Time-workers,	A	52	54.6	1	7	8	34	-	2	-
Piece-workers,	C	7	56.0	-	-	3	2	2	-	-
Piece-workers,	A	4	57.0	-	-	2	-	2	-	-
Cutters, Paper.	C	79	52.7	36	1	13	15	14	-	-
Cutters, Paper.	A	79	50.3	34	9	8	18	1	8	1
Full time,	C, A	34	52.2	15	-	7	11	1	-	-
Overtime,	A	17	60.2	-	5	-	3	-	8	1
Undertime,	A	28	42.0	19	4	1	4	-	-	-

TABLE C.—CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK—CON.

Males—Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Cutters, Paper—Con.										
Time-workers,	C	43	56.6	—	1	13	15	14	—	—
Time-workers,	A	43	51.2	10	4	8	17	1	2	1
Three-shift workers,	C	36	48.0	36	—	—	—	—	—	—
Three-shift workers,	A	36	49.2	24	5	—	1	—	6	—
Cutters' Helpers, Paper.	C	149	58.3	—	—	41	53	35	20	—
Cutters' Helpers, Paper.	A	149	53.7	25	12	32	36	18	19	7
Full time,	C, A	76	56.4	—	—	31	28	15	2	—
Overtime,	A	31	67.8	—	—	—	4	3	17	7
Undertime,	A	42	38.3	25	12	1	4	—	—	—
Time-workers,	C	129	56.9	—	—	41	53	35	—	—
Time-workers,	A	129	53.6	17	11	32	36	18	12	3
Two-shift workers,	C	20	67.1	—	—	—	—	—	20	—
Two-shift workers,	A	20	53.9	8	1	—	—	—	7	4
Drainermen.										
Drainermen.	C	199	53.0	101	9	17	28	18	20	—
Drainermen.	A	199	52.6	99	15	11	27	16	23	8
Full time,	C, A	124	52.3	72	6	10	11	11	14	—
Overtime,	A	38	64.6	—	1	1	15	5	8	8
Undertime,	A	37	41.5	27	8	—	1	—	1	—
Time-workers,	C	69	55.9	—	6	17	28	18	—	—
Time-workers,	A	69	55.0	9	11	11	16	16	5	1
Two-shift workers,	C	26	65.2	—	—	—	—	—	26	—
Two-shift workers,	A	26	68.3	2	—	—	—	—	17	7
Three-shift workers,	C	104	48.1	101	3	—	—	—	—	—
Three-shift workers,	A	104	47.2	88	4	—	11	—	1	—
Dustermen.										
Dustermen.	C	94	54.5	—	15	53	14	12	—	—
Dustermen.	A	94	54.6	10	13	37	21	3	9	1
Full time,	C, A	63	54.2	—	9	37	14	3	—	—
Overtime,	A	16	63.2	—	—	—	6	—	9	1
Undertime,	A	15	47.3	10	4	—	1	—	—	—
Time-workers,	C	94	54.5	—	15	53	14	12	—	—
Time-workers,	A	94	54.6	10	13	37	21	3	9	1
Filtermen.										
Filtermen.	C	68	55.1	8	—	36	5	9	5	—
Filtermen.	A	63	55.9	6	5	24	3	8	16	1
Full time,	C, A	36	56.1	2	—	24	—	5	5	—
Overtime,	A	22	62.0	—	4	—	3	3	11	1
Undertime,	A	5	28.4	4	1	—	—	—	—	—
Time-workers,	C	50	55.2	—	—	36	5	8	1	—
Time-workers,	A	50	55.9	4	1	24	3	6	11	1
Two-shift workers,	C	5	64.6	—	—	—	—	1	4	—
Two-shift workers,	A	5	64.6	—	—	—	—	1	4	—
Three-shift workers,	C	8	48.0	8	—	—	—	—	—	—
Three-shift workers,	A	8	50.7	2	4	—	—	1	1	—
Finishers, Head.										
Finishers, Head.	C	77	55.4	—	5	25	38	7	2	—
Finishers, Head.	A	77	56.1	1	6	17	38	7	8	—
Full time,	C, A	67	55.5	—	5	17	37	6	2	—
Overtime,	A	8	63.4	—	—	—	1	1	6	—
Undertime,	A	2	44.8	1	1	—	—	—	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Finishers, Head — Con.										
Time-workers,	C	75	55.1	—	5	25	38	7	—	—
Time-workers,	A	75	55.8	1	6	17	38	7	6	—
Two-shift workers,	C	2	66.0	—	—	—	—	—	2	—
Two-shift workers,	A	2	66.0	—	—	—	—	—	2	—
Finishers.	C	211	57.1	7	6	76	60	30	32	—
Finishers.	A	211	57.6	14	10	61	54	21	49	11
Full time,	C, A	146	56.0	6	5	60	45	16	14	—
Overtime,	A	46	67.6	—	—	—	4	5	26	11
Undertime,	A	19	45.3	8	5	1	5	—	—	—
Time-workers,	C	171	55.6	—	6	75	60	30	—	—
Time-workers,	A	171	56.2	6	9	60	53	21	19	3
Two-shift workers,	C	29	67.1	—	—	—	—	—	29	—
Two-shift workers,	A	29	67.7	1	1	—	1	—	18	8
Three-shift workers,	C	7	48.0	7	—	—	—	—	—	—
Three-shift workers,	A	7	46.9	7	—	—	—	—	—	—
Piece-workers,	C	4	63.0	—	—	1	—	—	3	—
Piece-workers,	A	4	63.0	—	—	1	—	—	3	—
Finishing Department Employees, n. e. e.	C	137	57.3	6	—	31	42	36	22	—
Finishing Department Employees, n. e. e.	A	137	57.3	15	6	29	49	12	49	4
Full time,	C, A	71	56.9	5	—	19	36	9	12	—
Overtime,	A	37	64.1	—	—	—	8	1	24	4
Undertime,	A	29	49.5	10	6	1	6	2	4	—
Time-workers,	C	109	56.7	—	—	31	42	36	—	—
Time-workers,	A	109	56.3	10	6	20	37	10	24	3
Two-shift workers,	C	22	65.5	—	—	—	—	—	22	—
Two-shift workers,	A	22	64.4	—	—	—	2	2	16	3
Three-shift workers,	C	6	48.0	6	—	—	—	—	—	—
Three-shift workers,	A	6	49.3	5	—	—	1	—	—	—
Flat Sorters, Head.	C	38	54.3	—	1	21	16	—	—	—
Flat Sorters, Head.	A	38	53.3	1	3	19	15	—	—	—
Full time,	C, A	34	54.3	—	1	19	14	—	—	—
Overtime,	A	1	58.0	—	—	—	1	—	—	—
Undertime,	A	3	46.7	1	2	—	—	—	—	—
Time-workers,	C	38	54.3	—	1	21	16	—	—	—
Time-workers,	A	38	53.8	1	3	19	15	—	—	—
Flat Sorters.	C	51	55.7	—	—	25	18	8	—	—
Flat Sorters.	A	51	51.6	11	2	16	14	5	—	3
Full time,	C, A	33	55.7	—	—	16	12	5	—	—
Overtime,	A	3	76.7	—	—	—	—	—	—	—
Undertime,	A	15	37.5	11	2	—	2	—	—	—
Time-workers,	C	51	55.7	—	—	25	18	8	—	—
Time-workers,	A	51	51.6	11	2	16	14	5	—	3
Foremen.	C	47	58.3	—	3	12	14	10	7	1
Foremen.	A	47	60.1	1	4	6	14	9	9	4
Full time,	C, A	37	58.8	—	2	6	13	9	6	1
Overtime,	A	6	73.3	—	—	—	—	—	3	3
Undertime,	A	4	51.8	1	2	—	1	—	—	—

TABLE C.—CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK—CON.

Males—Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Foremen—Con.										
Time-workers,	C	43	57.5	—	3	12	14	10	3	1
Time-workers,	A	43	59.4	1	4	6	14	9	5	4
Two-shift workers,	C	4	67.0	—	—	—	—	—	4	—
Two-shift workers,	A	4	67.0	—	—	—	—	—	4	—
Grinders.										
Grinders,	C	42	59.7	29	—	8	1	2	2	—
Grinders,	A	42	53.9	25	3	3	2	1	7	1
Full time,	C, A	28	50.1	22	—	3	1	—	2	—
Overtime,	A	11	63.1	—	3	—	1	1	5	1
Undertime,	A	3	42.0	3	—	—	—	—	—	—
Time-workers,	C	11	55.2	—	—	8	1	2	—	—
Time-workers,	A	11	62.8	—	—	3	2	1	4	1
Two-shift workers,	C	2	65.0	—	—	—	—	—	2	—
Two-shift workers,	A	2	65.0	—	—	—	—	—	2	—
Three-shift workers,	C	29	48.0	29	—	—	—	—	—	—
Three-shift workers,	A	29	48.3	25	3	—	—	—	1	—
Helpers, n. e. s.										
Helpers, n. e. s.,	C	169	57.3	2	14	25	67	35	25	1
Helpers, n. e. s.,	A	169	57.9	17	12	15	54	17	39	9
Full time,	C, A	106	57.9	1	12	14	44	14	20	1
Overtime,	A	38	65.9	—	—	—	8	3	19	8
Undertime,	A	25	39.9	16	6	1	2	—	—	—
Time-workers,	C	139	56.4	—	14	25	64	34	2	—
Time-workers,	A	139	55.1	15	18	15	52	17	19	3
Two-shift workers,	C	25	66.6	—	—	—	—	1	23	1
Two-shift workers,	A	25	67.9	1	—	—	—	—	18	6
Three-shift workers,	C	2	48.0	2	—	—	—	—	—	—
Three-shift workers,	A	2	52.0	1	—	—	1	—	—	—
Piece-workers,	C	3	55.0	—	—	—	3	—	—	—
Piece-workers,	A	3	58.7	—	—	—	1	—	2	—
Joggers.										
Joggers,	C	23	56.5	—	4	14	44	21	—	—
Joggers,	A	20	53.9	11	8	12	27	19	3	—
Full time,	C, A	56	56.2	—	—	12	27	17	—	—
Overtime,	A	5	75.0	—	—	—	—	2	3	—
Undertime,	A	19	41.5	11	8	—	—	—	—	—
Time-workers,	C	74	56.2	—	—	10	43	21	—	—
Time-workers,	A	74	53.2	11	7	8	26	19	3	—
Piece-workers,	C	9	58.4	—	4	4	1	—	—	—
Piece-workers,	A	6	62.4	—	1	4	1	—	—	—
Loft Foremen.										
Loft Foremen,	C	36	55.0	1	2	11	18	4	—	—
Loft Foremen,	A	36	55.3	2	5	7	12	7	3	—
Full time,	C, A	21	54.3	1	2	7	10	1	—	—
Overtime,	A	11	60.8	—	—	—	2	6	3	—
Undertime,	A	4	45.5	1	3	—	—	—	—	—
Time-workers,	C	34	55.2	—	2	11	17	4	—	—
Time-workers,	A	34	55.6	1	5	7	11	7	3	—
Three-shift workers,	C	1	48.0	1	—	—	—	—	—	—
Three-shift workers,	A	1	48.0	1	—	—	—	—	—	—
Piece-workers,	C	1	55.0	—	—	—	1	—	—	—
Piece-workers,	A	1	55.0	—	—	—	1	—	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Loftmen.	C	298	55.1	25	19	80	120	46	8	—
Loftmen.	A	298	54.1	51	22	40	110	41	29	5
Full time,	C, A	187	55.6	13	4	39	89	35	7	—
Overtime,	A	54	61.6	—	4	1	17	6	21	5
Undertime,	A	57	42.2	38	14	—	4	—	1	—
Time-workers,	C	255	55.3	—	19	79	118	39	—	—
Time-workers,	A	255	53.9	34	17	40	107	33	14	5
Two-shift workers,	C	15	63.5	—	—	—	—	7	8	—
Two-shift workers,	A	15	65.4	—	—	—	—	3	12	—
Three-shift workers,	C	22	48.0	22	—	—	—	—	—	—
Three-shift workers,	A	22	49.9	14	4	—	1	—	3	—
Piece-workers,	C	6	51.3	3	—	1	2	—	—	—
Piece-workers,	A	6	51.2	3	1	—	2	—	—	—
Machine Tenders.	C	562	53.1	258	6	15	6	53	124	—
Machine Tenders.	A	562	54.0	262	57	7	42	40	127	27
Full time,	C, A	331	53.9	198	6	1	3	31	92	—
Overtime,	A	149	61.8	—	45	5	32	6	34	27
Undertime,	A	82	39.9	64	6	1	7	3	1	—
Time-workers,	C	53	58.8	4	—	15	4	8	22	—
Time-workers,	A	53	59.3	5	6	1	11	6	22	2
Two-shift workers,	C	147	63.5	—	—	—	—	45	102	—
Two-shift workers,	A	147	64.9	6	—	1	5	28	89	18
Three-shift workers,	C	360	48.0	354	6	—	—	—	—	—
Three-shift workers,	A	360	48.6	251	51	5	26	6	14	7
Piece-workers,	C	2	59.5	—	—	—	2	—	—	—
Piece-workers,	A	2	71.4	—	—	—	—	—	2	—
Overlookers.	C	14	53.3	—	9	2	2	1	—	—
Overlookers.	A	14	50.1	2	8	2	2	—	—	—
Full time,	C, A	12	53.0	—	8	2	2	—	—	—
Undertime,	A	2	33.0	2	—	—	—	—	—	—
Time-workers,	C	14	53.3	—	9	2	2	1	—	—
Time-workers,	A	14	50.1	2	8	2	2	—	—	—
Paper Goods Workers.	C	16	55.2	—	—	8	7	1	—	—
Paper Goods Workers.	A	16	53.0	4	1	2	8	—	1	—
Full time,	C, A	6	55.2	—	—	2	4	—	—	—
Overtime,	A	4	62.1	—	—	—	3	—	1	—
Undertime,	A	6	44.8	4	1	—	1	—	—	—
Time-workers,	C	16	55.2	—	—	8	7	1	—	—
Time-workers,	A	16	53.0	4	1	2	8	—	1	—
Platermen.	C	114	55.3	—	6	17	80	11	—	—
Platermen.	A	98	54.6	8	9	12	59	9	3	—
Full time,	C, A	77	55.4	—	2	12	55	8	—	—
Overtime,	A	7	60.9	—	—	—	3	1	3	—
Undertime,	A	14	47.4	5	7	1	1	—	—	—
Time-workers,	C	83	55.5	—	6	9	57	11	—	—
Time-workers,	A	83	55.1	3	6	7	55	9	3	—
Piece-workers,	C	31	54.7	—	—	8	23	—	—	—
Piece-workers,	A	15	52.0	2	3	6	4	—	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Pulp Mill Employees, n. e. s.	C	115	55.4	9	—	78	1	17	10	—
Pulp Mill Employees, n. e. s.	A	115	60.5	13	3	20	6	12	40	12
Full time,	C, A	42	57.5	3	—	19	—	11	9	—
Overtime,	A	59	68.1	—	1	—	6	1	39	12
Undertime,	A	14	37.6	10	2	1	—	—	1	—
Time-workers,	C	94	55.1	—	—	78	1	12	3	—
Time-workers,	A	94	60.9	9	2	20	5	7	39	12
Two-shift workers,	C	12	63.1	—	—	—	—	5	7	—
Two-shift workers,	A	12	63.8	—	—	—	—	4	8	—
Three-shift workers,	C	9	48.0	9	—	—	—	—	—	—
Three-shift workers,	A	9	52.4	4	1	—	1	1	2	—
Rag Cutters.	C	80	54.5	—	26	10	23	1	—	—
Rag Cutters.	A	80	54.8	5	17	13	19	1	3	2
Full time,	C, A	44	54.8	—	17	7	19	1	—	—
Overtime,	A	11	62.6	—	—	6	—	—	3	2
Undertime,	A	5	38.0	5	—	—	—	—	—	—
Time-workers,	C	59	54.6	—	25	10	23	1	—	—
Time-workers,	A	59	54.9	5	16	13	19	1	3	2
Piece-workers,	C	1	52.5	—	1	—	—	—	—	—
Piece-workers,	A	1	52.5	—	1	—	—	—	—	—
Rag-room Employees, n. e. s.	C	173	53.4	—	62	33	60	9	—	—
Rag-room Employees, n. e. s.	A	173	54.8	25	27	25	58	14	12	12
Full time,	C, A	94	54.0	—	23	25	40	6	—	—
Overtime,	A	50	66.1	—	—	—	18	8	12	12
Undertime,	A	29	37.8	25	4	—	—	—	—	—
Time-workers,	C	170	53.4	—	62	33	66	9	—	—
Time-workers,	A	170	54.7	25	27	25	55	14	12	12
Three-shift workers,	C	3	56.0	—	—	—	3	—	—	—
Three-shift workers,	A	3	56.0	—	—	—	3	—	—	—
Rag-room Foremen.	C	57	53.9	—	18	16	19	4	—	—
Rag-room Foremen.	A	57	54.6	1	16	13	20	4	3	—
Full time,	C, A	47	54.0	—	14	13	16	4	—	—
Overtime,	A	7	60.9	—	—	—	4	—	3	—
Undertime,	A	3	49.3	1	2	—	—	—	—	—
Time-workers,	C	57	53.9	—	18	16	19	4	—	—
Time-workers,	A	57	54.6	1	16	13	20	4	3	—
Rag Sorters.	C	37	56.1	—	—	24	2	11	—	—
Rag Sorters.	A	37	58.0	1	22	1	2	11	—	—
Full time,	C, A	13	59.4	—	—	1	2	10	—	—
Overtime,	A	1	60.0	—	—	—	—	1	—	—
Undertime,	A	23	49.1	1	22	—	—	—	—	—
Time-workers,	C	37	56.1	—	—	24	2	11	—	—
Time-workers,	A	37	53.0	1	22	1	2	11	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Real Boys.	C	121	59.4	91	3	—	16	7	4	—
Real Boys.	A	121	59.7	67	3	—	27	4	10	5
Full time,	C, A	64	50.6	45	3	—	11	3	2	—
Overtime,	A	32	61.4	—	5	—	14	—	8	5
Undertime,	A	25	37.4	22	—	—	2	1	—	—
Time-workers,	C	16	56.1	—	—	—	16	—	—	—
Time-workers,	A	16	57.3	—	—	—	13	—	3	—
Two-shift workers,	C	11	61.5	—	—	—	—	7	4	—
Two-shift workers,	A	11	57.1	3	—	—	—	4	2	2
Three-shift workers,	C	94	48.1	91	3	—	—	—	—	—
Three-shift workers,	A	94	48.9	64	8	—	14	—	5	3
Rulers.	C	25	55.2	—	—	6	17	2	—	—
Rulers.	A	25	56.6	2	2	3	11	2	1	4
Full time,	C, A	16	55.4	—	—	3	11	2	—	—
Overtime,	A	5	76.6	—	—	—	—	—	1	4
Undertime,	A	4	49.0	2	2	—	—	—	—	—
Time-workers,	C	25	55.2	—	—	6	17	2	—	—
Time-workers,	A	25	56.6	2	2	3	11	2	1	4
Screenmen.	C	32	55.3	18	—	—	—	4	10	—
Screenmen.	A	32	54.4	11	1	—	6	2	9	3
Full time,	C, A	8	56.8	3	—	—	—	2	3	—
Overtime,	A	16	64.4	—	1	—	6	—	6	3
Undertime,	A	8	31.9	8	—	—	—	—	—	—
Two-shift workers,	C	14	64.7	—	—	—	—	4	10	—
Two-shift workers,	A	14	62.7	2	—	—	—	2	7	3
Three-shift workers,	C	18	48.0	18	—	—	—	—	—	—
Three-shift workers,	A	18	47.9	9	1	—	6	—	2	—
Shaving Sorters.	C	44	53.5	5	10	6	12	5	—	—
Shaving Sorters.	A	44	48.8	15	8	4	13	4	—	—
Full time,	C, A	32	53.3	4	8	4	12	4	—	—
Overtime,	A	1	56.0	—	—	—	1	—	—	—
Undertime,	A	11	35.0	11	—	—	—	—	—	—
Time-workers,	C	39	54.2	—	10	6	18	5	—	—
Time-workers,	A	39	49.4	10	8	4	13	4	—	—
Three-shift workers,	C	5	48.0	5	—	—	—	—	—	—
Three-shift workers,	A	5	44.8	5	—	—	—	—	—	—
Size Makers.	C	80	56.5	—	2	21	33	21	3	—
Size Makers.	A	80	57.2	3	1	15	39	13	17	1
Full time,	C, A	54	56.6	—	1	15	23	12	3	—
Overtime,	A	19	64.8	—	—	—	3	1	14	1
Undertime,	A	7	41.6	3	—	—	4	—	—	—
Time-workers,	C	77	56.1	—	2	21	33	21	—	—
Time-workers,	A	77	56.8	3	1	15	30	13	14	1
Two-shift workers,	C	3	68.3	—	—	—	—	—	3	—
Two-shift workers,	A	3	68.3	—	—	—	—	—	3	—
Third Hands.	C	168	53.8	117	—	3	—	11	37	—
Third Hands.	A	168	55.1	72	15	6	15	10	47	3
Full time,	C, A	89	54.7	52	—	2	—	6	29	—
Overtime,	A	54	60.9	—	15	4	14	3	15	3
Undertime,	A	25	44.3	20	—	—	1	1	3	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Third Hands — Con.										
Time-workers,	C	3	54.0	—	—	3	—	—	—	—
Time-workers,	A	3	52.0	1	—	2	—	—	—	—
Two-shift workers,	C	48	64.5	—	—	—	—	11	37	—
Two-shift workers,	A	48	65.5	1	—	—	1	7	37	2
Three-shift workers,	C	117	48.0	117	—	—	—	—	—	—
Three-shift workers,	A	117	50.9	70	15	4	14	3	10	1
Trimmers,	C	122	55.4	—	4	21	86	11	—	—
Trimmers,	A	122	55.3	8	7	13	76	7	11	—
Full time,	C, A	92	55.3	—	3	13	70	6	—	—
Overtime,	A	17	62.9	—	—	—	5	1	11	—
Undertime,	A	13	45.6	8	4	—	1	—	—	—
Time-workers,	C	119	55.4	—	4	21	83	11	—	—
Time-workers,	A	119	55.1	8	7	13	75	7	9	—
Piece-workers,	C	3	55.0	—	—	—	3	—	—	—
Piece-workers,	A	3	62.6	—	—	—	1	—	2	—
Trimmers' Helpers.										
Trimmers' Helpers,	C	20	54.6	—	2	4	14	—	—	—
Trimmers' Helpers,	A	20	53.6	2	4	1	12	1	—	—
Full time,	C, A	15	54.6	—	2	1	12	—	—	—
Overtime,	A	1	60.0	—	—	—	—	1	—	—
Undertime,	A	4	48.1	2	2	—	—	—	—	—
Time-workers,	C	20	54.6	—	2	4	14	—	—	—
Time-workers,	A	20	53.6	2	4	1	12	1	—	—
Washermen.										
Washermen,	C	161	52.6	108	3	2	2	7	39	—
Washermen,	A	161	53.1	95	4	3	10	4	42	3
Full time,	C, A	131	52.9	84	3	2	2	4	36	—
Overtime,	A	18	64.9	—	1	1	7	—	6	3
Undertime,	A	12	36.6	11	—	—	1	—	—	—
Time-workers,	C	5	57.2	—	—	2	2	1	—	—
Time-workers,	A	5	47.6	1	—	2	2	—	—	—
Two-shift workers,	C	45	63.1	—	—	—	—	6	39	—
Two-shift workers,	A	45	64.3	1	—	—	1	4	36	3
Three-shift workers,	C	111	48.1	108	3	—	—	—	—	—
Three-shift workers,	A	111	48.7	93	4	1	7	—	6	—
Washermen's Helpers.										
Washermen's Helpers,	C	117	50.2	94	6	1	—	2	14	—
Washermen's Helpers,	A	117	49.4	92	—	—	9	2	13	1
Full time,	C, A	97	50.4	76	—	—	6	2	13	—
Overtime,	A	4	68.0	—	—	—	3	—	—	1
Undertime,	A	16	38.5	16	—	—	—	—	—	—
Time-workers,	C	1	54.0	—	—	1	—	—	—	—
Time-workers,	A	1	48.0	1	—	—	—	—	—	—
Two-shift workers,	C	16	62.9	—	—	—	—	2	14	—
Two-shift workers,	A	16	65.3	—	—	—	—	2	13	1
Three-shift workers,	C	100	48.2	94	6	—	—	—	—	—
Three-shift workers,	A	100	46.9	91	—	—	9	—	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Winders.	C	70	54.9	16	7	4	7	6	20	-
Winders.	A	70	56.1	17	9	3	7	4	20	-
Full time,	C, A	55	56.6	13	7	3	6	3	23	-
Overtime,	A	8	63.7	-	1	-	-	1	6	-
Undertime,	A	7	43.4	4	1	-	1	-	1	-
Time-workers,	C	46	53.4	-	7	4	7	6	23	-
Time-workers,	A	46	57.4	2	8	3	7	4	22	-
Two-shift workers,	C	8	65.5	-	-	-	-	-	8	-
Two-shift workers,	A	8	65.5	-	-	-	-	-	8	-
Three-shift workers,	C	16	48.0	16	-	-	-	-	-	-
Three-shift workers,	A	16	47.8	15	1	-	-	-	-	-
Other Occupations.	C	151	55.8	22	5	30	61	17	16	-
Other Occupations.	A	151	55.3	25	14	13	60	8	26	5
Full time,	C, A	88	55.9	10	3	13	46	6	10	-
Overtime,	A	37	63.7	-	2	-	12	2	16	5
Undertime,	A	26	41.1	15	9	-	2	-	-	-
Time-workers,	C	98	55.9	-	5	27	52	13	1	-
Time-workers,	A	98	54.1	12	11	13	44	4	13	1
Two-shift workers,	C	19	65.0	-	-	-	-	4	15	-
Two-shift workers,	A	19	65.2	1	1	-	-	3	11	3
Three-shift workers,	C	29	49.9	22	-	-	7	-	-	-
Three-shift workers,	A	29	52.7	12	1	-	13	1	1	1
Piece-workers,	C	5	54.4	-	-	3	2	-	-	-
Piece-workers,	A	5	56.3	-	1	-	3	-	1	-
Under 18 Years of Age,	C	57	53.2	1	31	25	-	-	-	-
Under 18 Years of Age,	A	57	47.7	14	29	17	-	-	-	-
Full time,	C, A	40	53.4	-	23	17	-	-	-	-
Undertime,	A	17	34.5	14	3	-	-	-	-	-
Time-workers,	C	58	53.4	-	27	25	-	-	-	-
Time-workers,	A	58	49.0	11	24	17	-	-	-	-
Full time,	C, A	39	53.4	-	22	17	-	-	-	-
Undertime,	A	13	36.1	11	2	-	-	-	-	-
Three-shift workers,	C	1	48.0	1	-	-	-	-	-	-
Three-shift workers,	A	1	6.0	1	-	-	-	-	-	-
Undertime,	A	1	6.0	1	-	-	-	-	-	-
Piece-workers,	C	4	53.0	-	4	-	-	-	-	-
Piece-workers,	A	4	41.3	2	2	-	-	-	-	-
Full time,	C, A	1	53.0	-	1	-	-	-	-	-
Undertime,	A	3	37.3	2	1	-	-	-	-	-
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	C	606	55.5	4	15	227	233	100	13	-
	A	601	55.7	66	60	91	220	57	74	23
18 Years of Age and Over,	C	593	55.6	4	15	214	237	100	13	-
18 Years of Age and Over,	A	587	55.7	65	59	82	219	57	73	23
Full time,	C, A	296	55.8	1	8	79	153	49	6	-
Overtime,	A	162	65.3	-	1	-	54	8	66	23
Undertime,	A	129	43.3	64	50	3	12	-	-	-

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS—Con.										
Time-workers,	C	554	55.3	1	15	211	220	108	1	—
Time-workers,	A	554	55.5	61	54	79	210	55	67	28
Full time,	C, A	279	55.6	—	8	77	146	47	1	—
Overtime,	A	155	64.9	—	—	—	53	8	66	28
Undertime,	A	120	43.2	61	46	2	11	—	—	—
Two-shift workers,	C	12	67.9	—	—	—	—	—	12	—
Two-shift workers,	A	12	61.8	1	2	1	—	—	5	3
Full time,	C, A	5	66.8	—	—	—	—	—	5	—
Overtime,	A	3	78.7	—	—	—	—	—	—	3
Undertime,	A	4	42.8	1	2	1	—	—	—	—
Three-shift workers,	C	9	54.7	3	—	—	3	3	—	—
Three-shift workers,	A	9	56.1	3	1	—	1	2	—	2
Full time,	C, A	3	56.0	1	—	—	—	2	—	—
Overtime,	A	3	74.0	—	1	—	—	—	—	2
Undertime,	A	3	38.3	2	—	—	1	—	—	—
Piece-workers,	C	17	54.8	—	—	3	14	—	—	—
Piece-workers,	A	17	54.8	—	2	2	8	—	—	—
Full time,	C, A	9	54.8	—	—	2	7	—	—	—
Overtime,	A	1	57.6	—	—	—	1	—	—	—
Undertime,	A	2	53.3	—	2	—	—	—	—	—
Clerks,	C	31	55.2	—	3	6	19	3	—	—
Clerks,	A	31	55.3	1	3	5	19	2	—	1
Full time,	C, A	24	55.1	—	2	4	16	2	—	—
Overtime,	A	3	67.3	—	—	—	2	—	—	1
Undertime,	A	4	51.8	1	1	1	1	—	—	—
Time-workers,	C	29	55.2	—	3	6	17	3	—	—
Time-workers,	A	29	55.9	1	3	5	17	2	—	1
Piece-workers,	C	2	55.0	—	—	—	2	—	—	—
Piece-workers,	A	2	55.0	—	—	—	2	—	—	—
Laborers,	C	179	54.4	—	—	96	30	41	10	—
Laborers,	A	179	54.9	24	27	22	42	24	29	11
Full time,	C, A	68	57.1	—	—	21	24	18	5	—
Overtime,	A	58	65.0	—	—	—	17	6	24	11
Undertime,	A	53	44.8	24	27	1	1	—	—	—
Time-workers,	C	170	55.9	—	—	98	30	41	1	—
Time-workers,	A	170	55.9	23	25	21	42	24	25	10
Two-shift workers,	C	9	67.5	—	—	—	—	—	9	—
Two-shift workers,	A	9	57.8	1	2	1	—	—	4	1
Packers,	C	74	55.1	—	4	24	33	8	—	—
Packers,	A	74	56.5	3	6	14	34	6	8	3
Full time,	C, A	51	55.1	—	4	14	28	5	—	—
Overtime,	A	14	67.5	—	—	—	2	1	8	3
Undertime,	A	9	47.5	3	2	—	4	—	—	—
Time-workers,	C	71	55.1	—	4	24	35	8	—	—
Time-workers,	A	71	56.6	3	6	14	31	6	8	3
Piece-workers,	C	3	55.0	—	—	—	3	—	—	—
Piece-workers,	A	3	55.0	—	—	—	3	—	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Sealers.	C	64	55.5	—	1	12	42	9	—	—
Sealers.	A	59	52.4	7	3	9	34	2	4	—
Full time,	C, A	37	55.1	—	—	8	27	2	—	—
Overtime,	A	10	60.8	—	—	—	6	—	4	—
Undertime,	A	12	37.3	7	3	1	1	—	—	—
Time-workers,	C	54	55.7	—	1	9	35	9	—	—
Time-workers,	A	54	52.2	7	2	7	32	2	4	—
Piece-workers,	C	10	54.7	—	—	3	7	—	—	—
Piece-workers,	A	5	54.8	—	1	2	2	—	—	—
Shippers.	C	51	54.1	—	1	16	22	12	—	—
Shippers.	A	51	57.5	1	3	8	25	8	2	4
Full time,	C, A	32	56.0	—	1	8	16	7	—	—
Overtime,	A	14	64.9	—	—	—	7	1	2	4
Undertime,	A	5	46.3	1	2	—	2	—	—	—
Time-workers,	C	49	56.1	—	1	16	20	12	—	—
Time-workers,	A	49	57.6	1	2	8	24	8	2	4
Piece-workers,	C	2	55.0	—	—	—	2	—	—	—
Piece-workers,	A	2	54.2	—	1	—	1	—	—	—
Shippers' Helpers.	C	45	55.7	—	4	6	32	3	—	—
Shippers' Helpers.	A	45	53.2	7	2	5	22	1	4	4
Full time,	C, A	21	55.1	—	—	5	15	1	—	—
Overtime,	A	15	65.3	—	—	—	7	—	4	4
Undertime,	A	9	28.7	7	2	—	—	—	—	—
Time-workers,	C	45	55.7	—	4	6	32	3	—	—
Time-workers,	A	45	53.2	7	2	5	22	1	4	4
Truckmen.	C	65	53.1	—	—	34	11	20	—	—
Truckmen.	A	65	53.4	14	11	8	15	6	11	—
Full time,	C, A	19	56.2	—	—	8	5	6	—	—
Overtime,	A	20	62.7	—	—	—	9	—	11	—
Undertime,	A	26	44.3	14	11	—	1	—	—	—
Time-workers,	C	65	53.1	—	—	34	11	20	—	—
Time-workers,	A	65	53.4	14	11	8	15	6	11	—
Other Occupations.	C	32	55.9	4	2	18	42	12	3	—
Other Occupations.	A	32	56.4	8	4	11	28	8	14	10
Full time,	C, A	44	55.9	1	1	11	22	8	1	—
Overtime,	A	28	68.0	—	1	—	4	—	13	10
Undertime,	A	11	43.7	7	2	—	2	—	—	—
Time-workers,	C	71	55.5	1	2	18	40	10	—	—
Time-workers,	A	71	58.0	5	3	11	27	6	13	4
Two-shift workers,	C	3	60.0	—	—	—	—	—	3	—
Two-shift workers,	A	3	73.7	—	—	—	—	—	1	—
Three-shift workers,	C	9	54.7	3	—	—	3	3	—	—
Three-shift workers,	A	9	56.1	3	1	—	1	2	—	—
Under 18 Years of Age.	C	14	54.1	—	—	13	1	—	—	—
Under 18 Years of Age.	A	14	55.6	1	1	9	1	—	2	—
Full time,	C, A	10	54.1	—	—	9	1	—	—	—
Overtime,	A	2	71.5	—	—	—	—	—	2	—
Undertime,	A	2	47.0	1	1	—	—	—	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Under 16 Years of Age— Con.										
Time-workers,	C	13	54.0	—	—	13	—	—	—	—
Time-workers,	A	13	55.6	1	1	9	—	—	2	—
Full time,	C, A	9	54.0	—	—	9	—	—	—	—
Overtime,	A	2	71.5	—	—	—	—	—	2	—
Undertime,	A	2	47.0	1	1	—	—	—	—	—
Piece-workers,	C	1	55.0	—	—	—	1	—	—	—
Piece-workers,	A	1	55.0	—	—	—	1	—	—	—
Full time,	C, A	1	55.0	—	—	—	1	—	—	—
POWER, MECHANICAL, AND YARD FORCE.	{ C	2,159	56.8	247	55	531	733	340	178	79
	{ A	2,159	59.2	253	96	219	643	219	537	219
16 Years of Age and Over, . .	C	2,155	56.8	247	55	527	738	340	178	79
16 Years of Age and Over, . .	A	2,155	59.3	253	96	208	643	210	537	210
Full time,	C, A	1,117	57.7	104	42	195	442	160	122	52
Overtime,	A	775	66.8	—	9	5	155	50	401	155
Undertime,	A	263	43.4	149	45	6	46	—	14	3
Time-workers,	C	1,603	57.3	8	49	527	567	313	87	53
Time-workers,	A	1,603	59.8	109	78	204	443	181	486	168
Full time,	C, A	795	58.2	3	36	195	309	149	64	39
Overtime,	A	600	67.3	—	1	4	92	32	351	120
Undertime,	A	208	44.4	106	41	5	42	—	11	3
Two-shift workers,	C	136	67.8	—	—	—	—	27	91	18
Two-shift workers,	A	136	69.3	8	1	—	1	11	75	40
Full time,	C, A	82	68.5	—	—	—	—	11	58	13
Overtime,	A	41	78.5	—	—	—	—	—	14	27
Undertime,	A	13	45.5	8	1	—	1	—	3	—
Three-shift workers,	C	413	51.3	239	6	—	168	—	—	—
Three-shift workers,	A	413	53.7	136	17	2	196	18	56	8
Full time,	C, A	237	52.4	101	6	—	130	—	—	—
Overtime,	A	134	60.8	—	8	1	63	18	36	8
Undertime,	A	42	38.2	35	3	1	3	—	—	—
Piece-workers,	C	3	55.0	—	—	—	3	—	—	—
Piece-workers,	A	3	55.0	—	—	—	3	—	—	—
Full time,	C, A	3	55.0	—	—	—	3	—	—	—
Boxmakers.	C	32	56.9	—	4	16	45	17	—	—
Boxmakers.	A	32	56.4	1	6	12	42	17	1	3
Full time,	C, A	69	56.1	—	3	11	39	16	—	—
Overtime,	A	7	66.8	—	—	—	2	—	1	3
Undertime,	A	6	46.8	1	3	1	1	—	—	—
Time-workers,	C	79	56.0	—	4	16	42	17	—	—
Time-workers,	A	79	56.4	1	6	12	39	17	1	3
Piece-workers,	C	3	55.0	—	—	—	3	—	—	—
Piece-workers,	A	3	55.0	—	—	—	3	—	—	—
Boxmakers' Helpers.	C	28	55.5	—	—	9	15	4	—	—
Boxmakers' Helpers.	A	28	57.0	1	1	7	13	1	4	1
Full time,	C, A	18	54.7	—	—	6	12	—	—	—
Overtime,	A	6	67.8	—	—	—	—	1	4	1
Undertime,	A	4	51.1	1	1	1	1	—	—	—
Time-workers,	C	28	55.5	—	—	9	15	4	—	—
Time-workers,	A	28	57.0	1	1	7	13	1	4	1

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Carpenters.	C	56	57.0	—	—	13	23	19	1	—
Carpenters.	A	56	61.1	5	—	2	15	2	25	7
Full time,	C, A	16	56.2	—	—	2	12	2	—	—
Overtime,	A	33	63.0	—	—	—	2	—	24	7
Undertime,	A	7	39.6	5	—	—	1	—	1	—
Time-workers,	C	56	57.0	—	—	13	23	19	1	—
Time-workers,	A	56	61.1	5	—	2	15	2	25	7
Engineers.	C	174	56.1	64	—	15	41	13	37	4
Engineers.	A	174	60.6	41	2	8	45	11	47	30
Full time,	C, A	111	56.9	37	—	7	28	9	28	2
Overtime,	A	57	60.3	—	2	1	17	2	17	15
Undertime,	A	6	46.2	4	—	—	—	—	2	—
Time-workers,	C	76	59.0	4	—	15	27	10	16	4
Time-workers,	A	76	64.6	4	—	7	20	8	23	14
Two-shift workers,	C	24	67.8	—	—	—	—	3	21	—
Two-shift workers,	A	24	70.7	—	—	—	—	2	18	4
Three-shift workers,	C	74	49.5	60	—	—	14	—	—	—
Three-shift workers,	A	74	53.1	37	2	1	25	1	6	2
Engineers' Helpers.	C	90	54.3	28	2	13	12	11	12	2
Engineers' Helpers.	A	90	60.6	31	—	3	12	3	28	13
Full time,	C, A	40	52.1	28	—	2	2	3	5	—
Overtime,	A	46	60.4	—	—	1	9	—	23	13
Undertime,	A	4	43.8	3	—	—	1	—	—	—
Time-workers,	C	39	56.7	—	2	13	12	9	3	—
Time-workers,	A	39	65.8	—	—	3	8	2	20	6
Two-shift workers,	C	13	68.8	—	—	—	—	2	9	2
Two-shift workers,	A	13	75.6	—	—	—	—	1	6	6
Three-shift workers,	C	38	48.0	38	—	—	—	—	—	—
Three-shift workers,	A	38	50.1	31	—	—	4	—	2	1
Firemen.	C	296	56.3	67	6	17	120	13	41	13
Firemen.	A	296	58.7	41	13	4	137	9	67	26
Full time,	C, A	169	58.5	19	6	3	100	2	29	19
Overtime,	A	95	64.3	—	4	—	33	7	36	15
Undertime,	A	32	43.3	22	3	1	4	—	2	—
Time-workers,	C	40	59.8	—	—	17	15	—	2	6
Time-workers,	A	40	63.6	3	—	3	11	—	18	5
Two-shift workers,	C	59	67.1	—	—	—	—	13	39	7
Two-shift workers,	A	59	67.9	5	1	—	1	2	33	17
Three-shift workers,	C	197	53.1	67	6	—	124	—	—	—
Three-shift workers,	A	197	55.0	33	12	1	125	7	16	3
Firemen's Helpers.	C	200	56.3	67	4	19	40	23	27	11
Firemen's Helpers.	A	200	58.4	40	6	8	56	19	50	21
Full time,	C, A	95	59.2	19	2	6	27	12	19	19
Overtime,	A	78	64.7	—	2	2	27	7	29	11
Undertime,	A	27	37.3	21	2	—	2	—	2	—
Time-workers,	C	65	57.6	—	4	19	19	16	5	2
Time-workers,	A	65	60.7	3	3	8	14	11	20	6

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Firemen's Helpers — Con.										
Two-shift workers, . . .	C	38	68.9	—	—	—	—	7	22	9
Two-shift workers, . . .	A	38	69.0	3	—	—	—	4	18	13
Three-shift workers, . . .	C	97	50.4	67	—	—	30	—	—	—
Three-shift workers, . . .	A	97	52.6	34	3	—	42	4	12	2
Machinists.	C	75	56.0	—	1	33	25	14	2	—
Machinists.	A	75	58.6	6	5	9	14	4	29	8
Full time, . . .	C, A	18	55.9	—	—	9	6	3	—	—
Overtime, . . .	A	46	66.6	—	—	—	8	1	29	8
Undertime, . . .	A	11	36.4	6	5	—	—	—	—	—
Time-workers, . . .	C	75	56.0	—	1	33	25	14	2	—
Time-workers, . . .	A	75	59.6	6	5	9	14	4	29	8
Millwrights.	C	297	55.2	8	19	101	114	22	12	—
Millwrights.	A	297	61.1	13	14	37	58	22	94	29
Full time, . . .	C, A	97	55.6	1	6	36	39	9	6	—
Overtime, . . .	A	147	67.3	—	1	—	17	13	87	29
Undertime, . . .	A	23	44.8	12	7	1	2	—	1	—
Time-workers, . . .	C	290	55.4	1	10	101	114	22	12	—
Time-workers, . . .	A	290	61.2	12	14	37	58	16	94	29
Three-shift workers, . . .	C	7	48.0	7	—	—	—	—	—	—
Three-shift workers, . . .	A	7	57.6	1	—	—	—	6	—	—
Millwrights' Helpers.	C	67	55.0	—	3	43	14	7	—	—
Millwrights' Helpers.	A	67	57.1	10	3	19	16	2	10	7
Full time, . . .	C, A	32	54.9	—	2	19	10	1	—	—
Overtime, . . .	A	23	69.8	—	—	—	5	1	10	7
Undertime, . . .	A	12	38.9	10	1	—	1	—	—	—
Time-workers, . . .	C	67	55.0	—	3	43	14	7	—	—
Time-workers, . . .	A	67	57.1	10	3	19	16	2	10	7
Painters.	C	24	55.2	—	—	8	14	1	1	—
Painters.	A	24	56.2	2	2	4	12	—	2	2
Full time, . . .	C, A	12	54.8	—	—	3	9	—	—	—
Overtime, . . .	A	7	65.7	—	—	—	3	—	2	2
Undertime, . . .	A	5	46.5	2	2	1	—	—	—	—
Time-workers, . . .	C	24	55.2	—	—	8	14	1	1	—
Time-workers, . . .	A	24	56.2	2	2	4	12	—	2	2
Pipers.	C	36	55.2	2	—	16	10	7	1	—
Pipers.	A	36	65.3	1	—	—	6	2	21	6
Full time, . . .	C, A	2	56.5	—	—	—	2	—	—	—
Overtime, . . .	A	31	68.1	—	—	—	2	2	21	6
Undertime, . . .	A	3	41.7	1	—	—	2	—	—	—
Time-workers, . . .	C	36	55.3	2	—	16	10	7	1	—
Time-workers, . . .	A	36	65.3	1	—	—	6	2	21	6
Teamsters.	C	74	57.0	—	4	24	18	26	2	—
Teamsters.	A	74	60.8	4	5	11	10	17	20	7
Full time, . . .	C, A	43	57.1	—	4	11	10	16	2	—
Overtime, . . .	A	26	70.5	—	—	—	—	1	18	7
Undertime, . . .	A	5	41.9	4	1	—	—	—	—	—
Time-workers, . . .	C	74	57.0	—	4	24	18	26	2	—
Time-workers, . . .	A	74	60.8	4	5	11	10	17	20	7

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Males — Concluded.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Watchmen.	C	84	75.0	—	2	2	1	4	35	40
Watchmen.	A	84	73.6	1	3	2	1	2	39	36
Full time,	C, A	67	74.5	—	2	2	1	2	30	30
Overtime,	A	6	76.1	—	—	—	—	—	3	3
Undertime,	A	11	66.9	1	1	—	—	—	6	3
Time-workers,	C	84	75.0	—	2	2	1	4	35	40
Time-workers,	A	84	73.6	1	3	2	1	2	39	36
Yard Foremen.	C	41	56.5	—	3	8	19	19	1	—
Yard Foremen.	A	41	57.2	1	3	5	15	11	6	—
Full time,	C, A	32	56.6	—	3	4	15	9	1	—
Overtime,	A	7	62.4	—	—	—	—	2	5	—
Undertime,	A	2	47.5	1	—	1	—	—	—	—
Time-workers,	C	41	56.5	—	3	8	19	10	1	—
Time-workers,	A	41	57.2	1	3	5	15	11	6	—
Yardmen.	C	431	56.3	—	11	140	157	123	—	—
Yardmen.	A	431	55.5	43	25	63	158	74	58	10
Full time,	C, A	242	56.3	—	9	62	106	65	—	—
Overtime,	A	103	64.1	—	—	1	25	9	58	10
Undertime,	A	86	43.4	43	16	—	27	—	—	—
Time-workers,	C	431	56.3	—	11	140	157	123	—	—
Time-workers,	A	431	55.5	43	25	63	158	74	58	10
Other Occupations.	C	130	56.3	1	5	50	42	26	6	—
Other Occupations.	A	130	59.4	12	8	12	33	14	36	15
Full time,	C, A	54	56.4	—	5	12	24	11	2	—
Overtime,	A	57	68.1	—	—	—	5	3	24	15
Undertime,	A	19	41.7	12	8	—	4	—	—	—
Time-workers,	C	128	56.2	1	5	50	42	24	6	—
Time-workers,	A	128	59.4	12	8	12	33	12	36	15
Two-shift workers,	C	2	60.0	—	—	—	—	2	—	—
Two-shift workers,	A	2	60.0	—	—	—	—	2	—	—
Under 16 Years of Age,	C	4	54.0	—	—	4	—	—	—	—
Under 16 Years of Age,	A	4	54.0	—	—	4	—	—	—	—
Full time,	C, A	4	54.0	—	—	4	—	—	—	—
Time-workers,	C	4	54.0	—	—	4	—	—	—	—
Time-workers,	A	4	54.0	—	—	4	—	—	—	—
Full time,	C, A	4	54.0	—	—	4	—	—	—	—

Females.

ALL OCCUPATIONS.	C	4,549	52.8	214	1,094	3,286	36	—	—	—
	A	3,642	48.5	1,126	841	1,540	35	—	—	—
Under 16 years of age,	C	77	53.8	—	3	74	—	—	—	—
Under 16 years of age,	A	75	42.6	28	6	41	—	—	—	—
16 years of age and over,	C	4,463	52.8	214	1,091	3,212	36	—	—	—
16 years of age and over,	A	3,467	48.6	1,098	835	1,499	35	—	—	—
Full time,	C, A	1,996	53.2	77	381	1,503	35	—	—	—
Overtime,	A	38	54.0	—	1	37	—	—	—	—
Undertime,	A	1,508	42.0	1,049	459	—	—	—	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Females — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
ALL OCCUPATIONS — Con.										
<i>Time-workers,</i>	C	2,619	53.3	88	586	1,969	36	—	—	—
<i>Time-workers,</i>	A	2,601	49.4	662	531	1,373	35	—	—	—
Full time,	C, A	1,782	53.2	76	334	1,337	35	—	—	—
Overtime,	A	36	54.0	—	—	36	—	—	—	—
Undertime,	A	783	40.2	586	197	—	—	—	—	—
<i>Piece-workers,</i>	C	1,921	52.2	126	478	1,317	—	—	—	—
<i>Piece-workers,</i>	A	941	46.0	464	310	167	—	—	—	—
Full time,	C, A	214	53.0	1	47	166	—	—	—	—
Overtime,	A	2	54.0	—	1	1	—	—	—	—
Undertime,	A	725	44.0	463	262	—	—	—	—	—
PRODUCTIVE OCCUPATIONS.										
18 Years of Age and Over,	C	4,472	52.8	213	1,961	3,222	36	—	—	—
	A	3,493	48.5	1,119	829	1,510	35	—	—	—
18 Years of Age and Over,	C	4,395	52.8	213	998	3,148	36	—	—	—
Full time,	C, A	3,418	48.6	1,091	823	1,489	35	—	—	—
Overtime,	A	37	54.0	—	1	36	—	—	—	—
Undertime,	A	1,460	42.3	1,015	445	—	—	—	—	—
<i>Time-workers,</i>	C	2,504	53.3	87	582	1,859	36	—	—	—
<i>Time-workers,</i>	A	2,486	49.5	630	516	1,305	35	—	—	—
Full time,	C, A	1,710	53.2	75	330	1,270	35	—	—	—
Overtime,	A	35	54.0	—	—	35	—	—	—	—
Undertime,	A	741	40.8	555	186	—	—	—	—	—
<i>Piece-workers,</i>	C	1,891	52.2	126	478	1,289	—	—	—	—
<i>Piece-workers,</i>	A	932	46.0	461	307	164	—	—	—	—
Full time,	C, A	211	53.0	1	47	163	—	—	—	—
Overtime,	A	2	54.0	—	1	1	—	—	—	—
Undertime,	A	719	43.9	460	259	—	—	—	—	—
Calendar Girls,	C	481	54.0	—	12	469	—	—	—	—
Calendar Girls,	A	376	49.1	124	57	195	—	—	—	—
Full time,	C, A	200	54.0	—	7	193	—	—	—	—
Overtime,	A	2	54.0	—	—	2	—	—	—	—
Undertime,	A	174	43.4	124	50	—	—	—	—	—
<i>Time-workers,</i>	C	303	54.0	—	12	291	—	—	—	—
<i>Time-workers,</i>	A	303	48.9	95	25	183	—	—	—	—
<i>Piece-workers,</i>	C	178	54.0	—	—	178	—	—	—	—
<i>Piece-workers,</i>	A	73	49.8	29	32	12	—	—	—	—
Counters.										
Counters,	C	67	54.0	—	—	67	—	—	—	—
Counters,	A	54	51.4	8	7	39	—	—	—	—
Full time,	C, A	39	54.0	—	—	39	—	—	—	—
Undertime,	A	15	44.6	8	7	—	—	—	—	—
<i>Time-workers,</i>	C	43	54.0	—	—	43	—	—	—	—
<i>Time-workers,</i>	A	43	51.9	6	3	34	—	—	—	—
<i>Piece-workers,</i>	C	24	54.0	—	—	24	—	—	—	—
<i>Piece-workers,</i>	A	11	49.5	2	4	5	—	—	—	—
Cutters' Helpers, Paper.										
Cutters' Helpers, Paper,	C	289	54.1	—	6	225	28	—	—	—
Cutters' Helpers, Paper,	A	289	51.4	37	25	190	28	—	—	—
Full time,	C, A	197	54.1	—	4	165	28	—	—	—
Overtime,	A	4	54.0	—	—	4	—	—	—	—
Undertime,	A	68	43.1	37	31	—	—	—	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Females — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Cutters' Helpers, Paper — Con.										
Time-workers,	C	258	54.1	-	6	234	23	-	-	-
Time-workers,	A	258	51.4	34	31	165	28	-	-	-
Piece-workers,	C	11	54.0	-	-	11	-	-	-	-
Piece-workers,	A	11	50.1	3	4	4	-	-	-	-
Finishers.	C	97	53.6	-	64	33	-	-	-	-
Finishers.	A	36	47.6	33	40	13	-	-	-	-
Full time,	C, A	46	53.9	-	33	13	-	-	-	-
Uvertime,	A	40	41.4	33	7	-	-	-	-	-
Time-workers,	C	79	52.8	-	62	17	-	-	-	-
Time-workers,	A	79	48.4	28	38	13	-	-	-	-
Piece-workers,	C	18	53.9	-	2	16	-	-	-	-
Piece-workers,	A	7	37.9	5	2	-	-	-	-	-
Finishing Department Employees, n. e. s.	C	30	54.0	-	-	29	-	-	-	-
Finishing Department Employees, n. e. s.	A	30	52.1	3	6	21	-	-	-	-
Full time,	C, A	21	54.0	-	-	21	-	-	-	-
Uvertime,	A	9	47.7	3	6	-	-	-	-	-
Time-workers,	C	30	54.0	-	-	30	-	-	-	-
Time-workers,	A	30	52.1	3	6	21	-	-	-	-
Flat Sorters.	C	799	54.0	-	46	735	8	-	-	-
Flat Sorters.	A	585	49.7	132	145	301	7	-	-	-
Full time,	C, A	331	53.9	-	25	299	7	-	-	-
Overtime,	A	2	54.0	-	-	2	-	-	-	-
Uvertime,	A	252	44.0	132	120	-	-	-	-	-
Time-workers,	C	480	54.0	-	40	432	8	-	-	-
Time-workers,	A	480	49.4	115	79	279	7	-	-	-
Piece-workers,	C	309	54.0	-	6	303	-	-	-	-
Piece-workers,	A	105	51.0	17	66	23	-	-	-	-
Overlookers.	C	251	50.7	40	120	91	-	-	-	-
Overlookers.	A	251	43.9	117	69	65	-	-	-	-
Full time,	C, A	165	50.6	33	68	64	-	-	-	-
Overtime,	A	1	54.0	-	-	1	-	-	-	-
Uvertime,	A	85	45.4	84	1	-	-	-	-	-
Time-workers,	C	251	50.7	40	120	91	-	-	-	-
Time-workers,	A	251	48.9	117	69	65	-	-	-	-
Paper Goods Workers.	C	13	54.0	-	-	13	-	-	-	-
Paper Goods Workers.	A	13	53.2	1	-	11	-	-	-	-
Full time,	C, A	11	54.0	-	-	11	-	-	-	-
Uvertime,	A	1	44.0	1	-	-	-	-	-	-
Time-workers,	C	12	54.0	-	-	12	-	-	-	-
Time-workers,	A	12	53.2	1	-	11	-	-	-	-
Piece-workers,	C	1	54.0	-	-	1	-	-	-	-

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS
ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Females — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Plater Girls.	C	769	53.9	—	48	652	—	—	—	—
Plater Girls.	A	872	49.7	123	179	270	—	—	—	—
Full time,	C, A	311	54.2	—	41	270	—	—	—	—
Uvertime,	A	261	44.3	123	138	—	—	—	—	—
Time-workers,	C	386	54.1	—	48	338	—	—	—	—
Time-workers,	A	368	49.4	79	65	224	—	—	—	—
Piece-workers,	C	314	53.7	—	—	314	—	—	—	—
Piece-workers,	A	304	50.1	44	114	46	—	—	—	—
Rag Cutters.	C	361	47.9	166	111	104	—	—	—	—
Rag Cutters.	A	348	48.4	221	48	79	—	—	—	—
Full time,	C, A	121	50.2	34	30	57	—	—	—	—
Overtime,	A	23	54.0	—	1	22	—	—	—	—
Uvertime,	A	304	38.1	187	17	—	—	—	—	—
Time-workers,	C	104	48.9	33	49	22	—	—	—	—
Time-workers,	A	104	47.1	49	16	39	—	—	—	—
Piece-workers,	C	257	47.5	113	63	82	—	—	—	—
Piece-workers,	A	244	41.8	172	32	40	—	—	—	—
Rag-room Employees, n. c. s.	C	12	54.0	—	—	12	—	—	—	—
Rag-room Employees, n. c. s.	A	12	53.7	—	1	11	—	—	—	—
Full time,	C, A	11	54.0	—	—	11	—	—	—	—
Uvertime,	A	1	50.0	—	1	—	—	—	—	—
Time-workers,	C	12	54.0	—	—	12	—	—	—	—
Time-workers,	A	12	53.7	—	1	11	—	—	—	—
Rag Sorters.	C	1,240	52.3	27	562	651	—	—	—	—
Rag Sorters.	A	750	47.6	271	214	265	—	—	—	—
Full time,	C, A	426	52.9	9	157	260	—	—	—	—
Overtime,	A	5	54.0	—	—	5	—	—	—	—
Uvertime,	A	319	40.3	262	57	—	—	—	—	—
Time-workers,	C	491	53.0	14	170	307	—	—	—	—
Time-workers,	A	491	49.6	96	104	231	—	—	—	—
Piece-workers,	C	749	51.8	13	392	344	—	—	—	—
Piece-workers,	A	250	43.8	175	50	34	—	—	—	—
Shaving Sorters.	C	32	52.0	—	24	8	—	—	—	—
Shaving Sorters.	A	32	46.2	15	16	1	—	—	—	—
Full time,	C, A	10	52.9	—	9	1	—	—	—	—
Uvertime,	A	22	43.1	15	7	—	—	—	—	—
Time-workers,	C	19	53.3	—	11	8	—	—	—	—
Time-workers,	A	19	50.8	2	16	1	—	—	—	—
Piece-workers,	C	13	50.0	—	13	—	—	—	—	—
Piece-workers,	A	13	39.3	13	—	—	—	—	—	—
Other Occupations.	C	53	53.7	—	5	46	—	—	—	—
Other Occupations.	A	41	59.9	6	6	29	—	—	—	—
Full time,	C, A	32	53.8	—	3	29	—	—	—	—
Uvertime,	A	9	40.6	6	3	—	—	—	—	—
Time-workers,	C	36	53.7	—	4	32	—	—	—	—
Time-workers,	A	36	51.1	5	3	28	—	—	—	—

TABLE C. — CUSTOMARY WEEKLY WORKING TIME AND HOURS ACTUALLY WORKED IN A REPRESENTATIVE WEEK — CON.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 but under 54	54	Over 54 but under 60	60	Over 60 but not over 72	Over 72
Other Occupations — Con.										
Piece-workers,	C	17	53.8	—	1	16	—	—	—	—
Piece-workers,	A	5	49.5	1	3	1	—	—	—	—
Under 16 Years of Age,	C	77	53.8	—	3	74	—	—	—	—
Under 16 Years of Age,	A	75	49.6	28	6	41	—	—	—	—
Full time,	C, A	42	53.9	—	1	41	—	—	—	—
Undertime,	A	33	28.1	28	5	—	—	—	—	—
Time-workers,	C	68	53.9	—	1	65	—	—	—	—
Time-workers,	A	68	41.7	25	3	38	—	—	—	—
Full time,	C, A	39	53.9	—	1	38	—	—	—	—
Undertime,	A	27	24.0	25	2	—	—	—	—	—
Piece-workers,	C	11	53.3	—	2	9	—	—	—	—
Piece-workers,	A	9	49.1	3	3	3	—	—	—	—
Full time,	C, A	3	54.0	—	—	3	—	—	—	—
Undertime,	A	6	46.7	3	3	—	—	—	—	—
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.										
{	C	63	53.7	1	3	64	—	—	—	—
	A	49	49.5	7	12	30	—	—	—	—
16 Years of Age and Over,	C	63	53.7	1	3	64	—	—	—	—
16 Years of Age and Over,	A	49	49.5	7	12	30	—	—	—	—
Full time,	C, A	33	53.2	1	3	29	—	—	—	—
Overtime,	A	1	54.0	—	—	1	—	—	—	—
Undertime,	A	15	41.1	6	9	—	—	—	—	—
Time-workers,	C	49	53.5	1	3	45	—	—	—	—
Time-workers,	A	49	49.5	7	12	30	—	—	—	—
Full time,	C, A	33	53.2	1	3	29	—	—	—	—
Overtime,	A	1	54.0	—	—	1	—	—	—	—
Undertime,	A	15	41.1	6	9	—	—	—	—	—
Piece-workers,	C	19	54.0	—	—	19	—	—	—	—
Labelers.										
{	C	39	54.6	—	—	39	—	—	—	—
	A	29	49.9	4	2	14	—	—	—	—
Full time,	C, A	14	54.0	—	—	14	—	—	—	—
Undertime,	A	6	40.3	4	2	—	—	—	—	—
Time-workers,	C	20	54.0	—	—	20	—	—	—	—
Time-workers,	A	20	49.9	4	2	14	—	—	—	—
Piece-workers,	C	10	54.0	—	—	10	—	—	—	—
Sealers.										
{	C	22	53.3	—	3	19	—	—	—	—
	A	15	50.6	1	7	7	—	—	—	—
Full time,	C, A	9	53.5	—	3	6	—	—	—	—
Overtime,	A	1	54.0	—	—	1	—	—	—	—
Undertime,	A	5	43.7	1	4	—	—	—	—	—
Time-workers,	C	15	53.7	—	3	12	—	—	—	—
Time-workers,	A	15	50.6	1	7	7	—	—	—	—
Piece-workers,	C	7	54.0	—	—	7	—	—	—	—
Other Occupations.										
{	C	16	52.7	1	—	15	—	—	—	—
	A	14	48.2	2	3	9	—	—	—	—
Full time,	C, A	10	51.9	1	—	9	—	—	—	—
Undertime,	A	4	39.0	1	3	—	—	—	—	—
Time-workers,	C	14	52.5	1	—	13	—	—	—	—
Time-workers,	A	14	48.2	2	3	9	—	—	—	—
Piece-workers,	C	2	54.0	—	—	2	—	—	—	—

IX.

SPECIMEN FORM OF SCHEDULE USED IN THIS INQUIRY

CONFIDENTIAL

IDENTIFICATION No. 123



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTENDY
DIRECTOR

LABOR DIVISION

RATES OF WAGES, EARNINGS, AND HOURS OF LABOR

1. Industry, *Paper and Wood Pulp.* 2. Specific Product, *Writing — linen, bond, and ledger.*
3. Number of employees when running full time during week ending.....1912.

MINORS — UNDER 16.

	MEN.	WOMEN.	BOYS.	GIRLS.	TOTALS.
(a) Day-workers,	63	19	—	—	82
(b) Shift-workers,	80	—	—	—	80
(c) Piece-workers,	—	15	—	—	15
Totals,	143	34	—	—	177

4. Working hours of day-workers. Total hours a week, *males, 55; females, 54.*
(a) Full days, 7 A.M. to 6 P.M., 60 minutes for lunch.
(b) Saturdays, 7 A.M. to 12 M., 0 minutes for lunch.
4a. Working hours of shift-workers. Total hours mill is in operation, *144.* Total hours closed, *24.* Total hours per week, *168.* First shift begins 7 A.M., ends 3 P.M.; second shift begins 3 P.M., ends 11 P.M.; third shift begins 11 P.M., ends 7 A.M. Number of hours a week shift-workers are relieved from work for meals, *None.*
5. Wages and hours of time-workers for week ending October 5, 1912; of piece-workers for weeks ending September 28, October 5, and October 12, 1912.

DEPARTMENT AND OCCUPATION.	Time Work- ers (T), Shift Work- ers (S), or Piece- Work- ers (P)	NUMBER OF EMPLOYEES				FULL TIME			ACTUAL TIME MADE AND EARNINGS IN WEEK OCT. 5, 1912.		RATE OF PAY PER*
		Men	Women	MINORS		Days per Week	HOURS		Hours Worked	Earn- ings	
				Boys	Girls		Day	Week			
Machine tender, .	S	1	-	-	-	6	8	48	48	\$28.00	58½ c. hr.
Machine tender, .	S	1	-	-	-	6	8	48	40	23.80	58½ c. hr.
Machine tender, .	S	1	-	-	-	6	8	48	56	29.75	53½ c. hr.
Size maker, .	T	1	-	-	-	6	10	55	55	10.50	19 c. hr.
Rag sorter, .	P	-	1	-	-	6	9	54	36	5.25	} Piece
									27	3.40	
									45	5.50	

* Insert here the unit of payment.

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